Manitoba

Annual Report 1987 - 88

Employment Services and Economic Security

Manitoba

Minister of
Employment Services
and Economic Security

Room 357
Legislative Building
Winnipeg, Manitoba, CANADA
R3C 0V8

June 30, 1988

His Honour George Johnson
Lieutenant-Governor of the Province of Manitoba
Winnipeg, Manitoba

May It Please Your Honour:

I have the honour of respectfully submitting to you the Annual Report of the Department of Employment Services and Economic Security of the Province of Manitoba for 1987-88.

Charlotte L. Oleson

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Manitoba

Deputy Minister of
Employment Services and
Economic Security

Winnipeg, Manitoba, CANADA
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The Honourable Charlotte L. Oleson
Minister of Employment Services
and Economic Security

Madame:

I have the privilege of respectfully submitting to you the Annual Report of the Department of Employment Services and Economic Security of the Province of Manitoba for 1987-88.

Roxy Freedman

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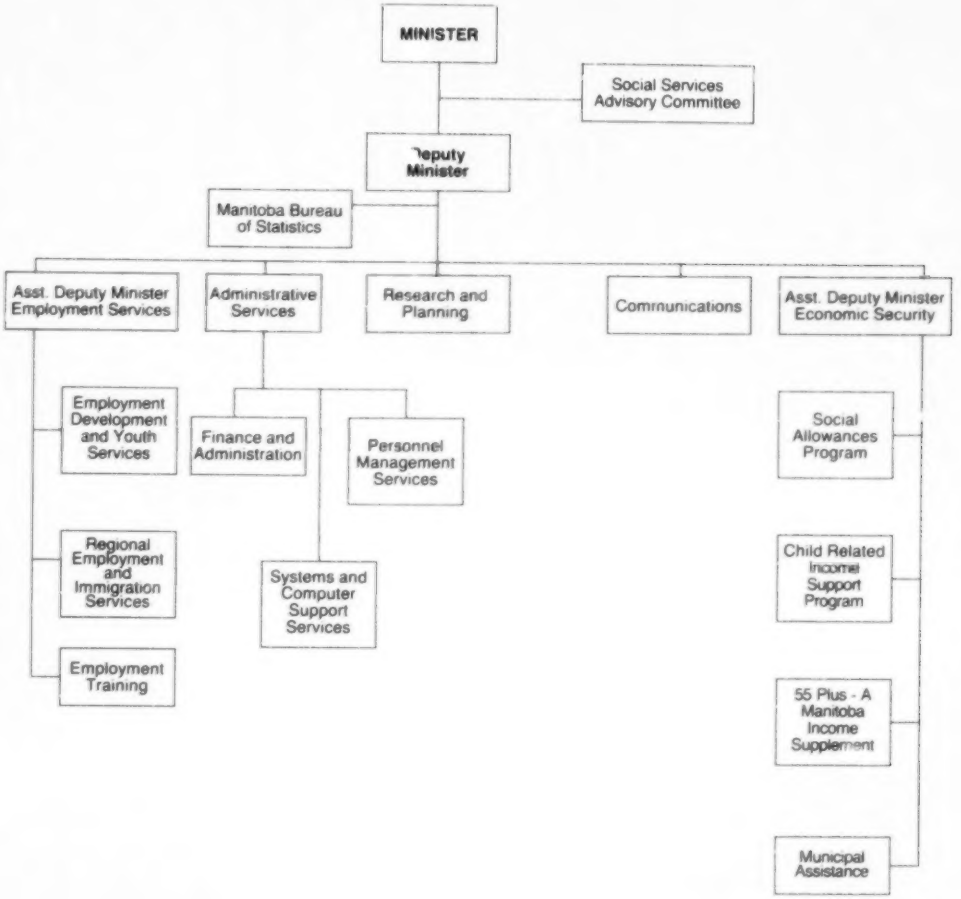
Organization Chart — Employment Services and Economic Security



Overview

Manitoba Employment Services and Economic Security operates programs and services in the areas of employment, training, social assistance and income supplementation. The linking of labour market measures and income security programs within one department is intended to increase job training and placement opportunities for Manitobans on social assistance. This is a major objective of the department.

The Department consists of two major operating divisions, Employment Services and Economic Security, which are served by a central Administrative Services Division. The department also has responsibility for the Manitoba Bureau of Statistics.

The Social Services Advisory Committee is an independent body reporting to the Minister of Employment Services and Economic Security. The Committee reviews appeals from applicants or recipients of the Social Allowances Program, Municipal Assistance and 55 PLUS — A Manitoba Income Supplement.

This report contains a description of all the program and service areas within the Department as well as information on their activities and outputs during the reporting period, April 1, 1987 to March 31, 1988.

A major initiative of the Department during the year was the implementation of new programming funded under the Canada-Manitoba Agreement on Employability Enhancement for Social Assistance Recipients. The $6 million in joint federal-provincial funding provided under the Agreement in 1987-88 enabled the operation of programs and projects which helped hundreds of social assistance recipients throughout Manitoba to prepare for and find jobs. Within the Agreement there are four components which target this programming to different categories of social assistance clients.

The largest component is Single Parent Job Access. Operated by the department's seven Human Resources Opportunity Centres throughout the province, this program enabled about 600 single parent social assistance clients prepare for employment in 1987-88.

Under the Job Transition for Youth component, funding was provided for a Job Access for Young Adults program operated by the department, as well as for a number of youth employment projects run by non-profit organizations. The Employment Access for the Disabled component also provided funding to several non-profit organizations to operate employment programs for Manitobans with physical or mental disabilities.

A fourth component, Municipal Projects, supported employment preparation and work experience programming for municipal assistance recipients through municipal projects of a general community benefit nature.

Manitobans participating in employment projects under the Agreement were prepared or trained for a wide variety of occupational areas where job opportunities exist in the provincial labour market. All of these projects operated with the objective of permanent employment for the participants.

Both of the Department's operating divisions were involved in this new effort to provide extensive opportunities for self-sufficiency to social assistance recipients.

Other job creation and training programs operated by the Employment Services Division also had as priorities the provision of opportunities for social assistance recipients and other target groups such as native persons, immigrants, the disabled, youth and women.

The Division also began preparing during the reporting year for Manitoba's role as Lead Province in coordinating federal-provincial/territorial action on labour market issues in 1988-89.

Within the Economic Security Division, a major accomplishment was the full implementation in July 1987 of a new automated information management system for the Social Allowances Program known as SAMIN (Social Allowances Management Information Network). SAMIN is a large system including 170 interactive terminals and 30 printers throughout 16 Social Allowances offices, connected to centralized processing at Manitoba Data Services. The system was implemented on schedule and within budget following a staged development process which began in 1983. The Department is now appreciating the many time-saving, cost-saving and information gathering benefits of the system.

In particular, the new ease of access to client information provides program staff with greatly improved control over possible welfare abuse or inappropriate payments. Features such as prior contact checks on enrolment elsewhere in the system and automatic reminders to staff to conduct regular caseload monitoring have enhanced the department's ability to manage the large Social Allowances Program effectively.

Manitobans also benefitted in 1987-88 from rate and eligibility increases in programs within the Economic Security Division. Effective April 1, 1987, 55 PLUS — A Manitoba Income Supplement payments were indexed in keeping with inflationary changes in the Consumer Price Index; July 1, 1987 marked the beginning of a new Child Related Income Support Program cycle and an increase in the income levels for program eligibility; and Social Allowances rates for food, clothing, personal needs and household supplies were increased an average of 5.3 per cent on January 1, 1988.

Employment Services Division

Tannis Mindell — Assistant Deputy Minister

The Employment Services Division is the focal point for the provincial government's training and employment activities. Programs and services operating in the Division are designed to stimulate job creation, provide training opportunities and assist with job search and referral for unemployed Manitobans. Special emphasis is placed on targetting these services to employment disadvantaged Manitobans — youth, native persons, immigrants, social assistance recipients, the disabled and women.

In December 1987 the programs and services of the Division were reorganized into three branches: Employment Development and Youth Services, Regional Employment and Immigration Services, and Employment Training.

Employment Development and Youth Services Branch

G. Rempel — Acting Executive Director

The Employment Development and Youth Services branch develops and implements employment policies and strategies which support fair and equitable access to Manitoba's labour force and provincial economic development strategies. The programs and services administered by the branch focus on the needs of students, youth, unemployed Manitobans in general and individuals encountering structural barriers to employment. Programs and services include:

- A centralized registration and referral service for university, community college and high school students, as well as unemployed Manitobans seeking jobs created through provincial government employment programs (Job Opportunity Service);
- Youth employment programs (Student Temporary Employment Program, CareerStart);
- Summer job placement services for youth in Winnipeg, rural and northern communities (Manitoba Youth Job Centres);
- Consultation to government departments and agencies on utilizing a supplemental volunteer work force (Volunteers in Public Service Program);
- A youth volunteer program designed to enable young Manitobans to gain valuable work experience and explore career possibilities through volunteer placements within various government departments (Manitoba Youth Volunteers in Government Program);
- A job creation program which provides on-the-job training and skill development for unemployed Manitobans (Job Training for Tomorrow);
- A job creation program for employment disadvantaged youth receiving social assistance which provides classroom instruction, work experience and a counselling service (Job Access for Young Adults); and
- A program to provide grant funding to organizations to operate employment programs for youth receiving social assistance and disabled social assistance recipients, which provide a combination of training, counselling and work experience (Employability Enhancement for Social Assistance Recipients: Job Transition for Youth, Employment Access for the Disabled).

Job Opportunity Service

The Job Opportunity Service is responsible for the registration, referral and placement of all students into summer positions in provincial government departments, Crown corporations and commissions. Employment related support services are also provided to unemployed Manitobans.

The objectives of the Job Opportunity Service in 1987-88 were:

- To increase hiring efficiency within provincial government departments, Crown corporations, commissions and provincially subsidized positions in the private sector by providing a centralized registration and referral service for students and unemployed Manitobans in Winnipeg;
- To locate jobs for students in their home communities where possible;
- To increase the opportunities available to students to acquire a career- or interest-related work experience;
- To assist unemployed Manitobans in Winnipeg by providing them with job search information and helping them with resume writing and interview skills;
- To support the Provincial Affirmative Action Policy by providing a job placement mechanism for physically disabled, native, and visible minority students.

In 1987-88, the Job Opportunity Service placed 1,502 students and youth in jobs within provincial government departments, Crown corporations and commissions. Of these, 1,021 students were placed in positions covered by the budget of the hiring department or organization. Another 481 students were placed in positions created by the Student Temporary Employment Program (STEP).

A total of 62 physically disabled, 57 native and 54 visible minority students and youth found summer employment through the Job Opportunity Service.

In addition to direct referral, 2,041 unemployed people were given assistance with resume writing, self marketing and provided with job search information.

Student Temporary Employment Program (STEP)

STEP provides salary funds to enable government departments to hire students in short-term, summer projects. The program is designed to offer students career-related work experience while enabling government organizations to meet service demands at peak activity periods. A special component of the program ensures that disabled, native and visible minority students are given opportunities to gain work experience within the Civil Service.

The objectives of STEP in 1987-88 were:

- To increase career-related work opportunities for students by funding projects which offer meaningful career-related work in innovative areas supporting new government thrusts;
- To reduce student unemployment in Manitoba during the summer months;
- To provide financial assistance to students to enable them to continue their education;
- To provide the opportunity for students to work in their home locality during the summer months;
- To provide the opportunity for physically disabled, native and visible minority students to obtain work experience during the summer months;
- To provide the opportunity for an interprovincial work experience between the provinces of Manitoba and Quebec through a work exchange for 10 Manitoba and 10 Quebec students;
- To provide the opportunity for an international work experience between Canadian and foreign countries through a work exchange for 6 Manitoba and 6 foreign students; and
- To provide the opportunity for 10 gifted high school students to participate in the Shad Valley Program which involves workshops in mathematics, the sciences and entrepreneurship for four weeks followed by six weeks of related work experience.

During 1987-88, 481 students were employed in projects funded through STEP working an average of 12 weeks each. A total of 60 physically disabled, 28 native and 19 visible minority students were employed through STEP.

Manitoba Youth Job Centre Program

The Manitoba Youth Job Centre Program operates in cooperation with Canada Employment Centres, Chambers of Commerce, Municipal Governments and other interested community and youth groups to establish placement, referral and job counselling services for students and unemployed youth seeking summer jobs.

The objectives of the Manitoba Youth Job Centre Program in 1987-88 were:

- To increase the number of local youth being hired by private and public employers;
- To increase job availability and knowledge of job search techniques, volunteerism and career information;
- To increase employer satisfaction with youth employees through appropriate matching and referral;
- To provide career-related summer employment opportunities for 47 students acting as Manitoba Youth Job Centre Managers and Student/Youth Employment Centre coordinators; and
- To increase community participation in the areas of student and youth employment activities.

During the summer of 1987, 34 Manitoba Youth Job Centres operated in small rural communities throughout the Province and were sponsored and administered by local community committees. In ten larger communities, including Winnipeg, Student/Youth Employment Centres in cooperation with the federal government were established. Job Centre staff were university students, hired to operate the centres from May until mid-August.

During the summer of 1987, a total of 12,933 youth were placed in full-time and part-time jobs by the Centres. This figure includes the placement of 969 in Manitoba CareerStart '87 positions. In addition, the Centre managers were responsible for establishing and conducting workshops on job search techniques for high school students in their areas.

Volunteers in Public Service

The Volunteers in Public Service Program has a mandate to provide leadership and support for volunteerism in the provincial government. This is accomplished by providing services in three distinct categories: coordination of matters relating to volunteerism in government, consultation on volunteer management, and placement of volunteers in career-related volunteer positions.

The objectives of the Volunteers in Public Service Program in 1987-88 were:

- To provide a consultative mechanism for promoting, supporting and educating provincial government departments and agencies in effectively involving volunteers in their programs;
- To coordinate activities or events that effect all volunteers in government;
- To improve existing policies and standards and establish new ones with respect to volunteer involvement in government services; and
- To promote and develop individual career-related volunteer placements especially for (but not limited to) youth, through the operation of the Manitoba Youth Volunteers in Government Program.

A variety of activities were undertaken in each of the three areas of service during 1987-88. The program undertook 64 coordination activities for the promotion and support of volunteer involvement in the provincial government. Major projects included development of **Procedures and Standards of Operation for Volunteer Involvement, A Guidebook**, administration of the Premier's Volunteer Service Award, facilitation and support of an interdepartmental networking group, the Committee on Volunteerism in Government, and liaison with appropriate non-government organizations.

Staff of the Volunteers in Public Service Program provided a total of 124 consultations on volunteer program management. Service was provided to 24 different branches of 12 departments. Location of services included the Winnipeg, South Central, Westman North, Parklands and Thompson regions.

Topics of consultations included:

- Volunteerism and effective volunteer management functions such as planning, administration, job descriptions, recruitment, training, supervision, evaluation and recognition of volunteers and program planning;
- Identification of potential and appropriate volunteer activities;
- Selection and orientation of staff hired to manage volunteer programs;
- Staff involvement in volunteer program planning;
- Issues and concerns regarding volunteer involvement in government;
- Development and support of youth involvement on boards and committees; and
- Current trends in volunteerism and volunteer management.

Workshops were provided to both government and non-government organizations concerned with volunteers, including: The Volunteer Centre of Winnipeg, Manitoba Association for Volunteer Administration, Association for Volunteer Administration, The Provincial Recreation Conference for Community Volunteers, Support Services to Seniors Community Resource Council, Community/Resource Coordinators staff group (Central Region), and The Alcoholism Foundation of Manitoba.

Manitoba Youth Volunteers in Government is the Volunteers in Public Service Program's mechanism for creating career-related volunteer positions and placing volunteers. This program provides assistance to people of all ages, not only youth, wishing to gain work experience or develop skills through volunteering within government. During 1987-88, 64 volunteers in this program provided approximately 3,500 hours of volunteer service to government. In addition, 20 young people were placed as youth members on government committees or boards and provided approximately 500 hours of volunteer service. A major focus of the program has been the successful involvement of youth from affirmative action groups.

Employability Enhancement for Social Assistance Recipients

Job Transition for Youth

Job Transition for Youth is a component of the Canada/Manitoba Agreement on Employability Enhancement for Social Assistance Recipients. This three-year agreement was signed in January of 1987 to establish or expand various employment initiatives in order for social assistance recipients to develop a more stable work force attachment.

Job Transition for Youth consists of two program areas:

(i) **Job Access for Young Adults**

The objectives of the Job Access for Young Adults Program are:

- To provide opportunities for social assistance recipients aged 18 to 24 years of age to receive training in occupations of relatively high demand and to obtain permanent employment; and
- To respond to the employment difficulties of young adults on social assistance through an integrated approach involving governments, educational institutions and the private sector business community.

In 1987-88, the Job Access for Young Adults Program provided 32 young people with an opportunity to participate in 40 weeks of training leading to permanent employment. Specific job skills were developed through a combination of accredited classroom instruction and on-the-job training.

The project consisted of 20 weeks of classroom instruction and 20 weeks of on-the-job training and offered counselling and support throughout the 40 week period. The 18 trainees at South Winnipeg Technical Centre studied Auto/Diesel Mechanics, Autobody Repair, General Welding, Industrial Mechanics or Production Art/Drafting. The 14 trainees at Red River Community College studied Commercial Cooking. Participants received a training wage equal to the minimum wage per hour while attending classroom instruction.

Private sector employers were recruited to provide work experience placements leading to permanent positions. With the exception of the Commercial Cooking program, employers were eligible to receive a subsidy equal to 50% of the hourly wages paid to trainees, up to the maximum of $3.00 per hour plus an employee benefit allowance of 10% of the wage assistance.

Of the 32 participants selected to participate in the program, 26 were male, 6 were female, 1 was a recent immigrant and 12 had a Native background. Twenty-two young people (68%) successfully completed the program, which operated from April 1987 to January 1988. Of these, 20 (62%) were employed at program completion.

(ii) **Youth Program**

The objective of the Youth Program is to provide grant funding to private, non-profit organizations for the operation of training and employment projects which are targeted to social assistance recipients between the ages of 18 and 24 and provide a combination of training, counselling and work experience which will lead to permanent, full-time employment.

The first year of operation for the Youth Program was 1987-88. Seven organizations received grant funding and delivered programming to a total of 173 youth receiving social assistance. While on the program, participants were paid a wage equal to the provincial minimum wage. It is expected that approximately 120 participants will secure permanent employment and approximately four participants will go on to further education or training as a direct result of the Program.

Employment Access for the Disabled

Employment Access for the Disabled is an additional component of the Canada/ Manitoba Agreement on Employability Enhancement for Social Assistance Recipients.

The objective of Employment Access for the Disabled is to provide grant funding to private, non-profit organizations for the operation of training and employment projects which are targeted to social assistance recipients with mental, physical or emotional disabilities and provide a combination of training, counselling and work experience which will lead to permanent, full-time employment.

Operation of Employment Access for the Disabled began in 1987-88. Seven organizations received grant funding and delivered programming to a total of 82 disabled social assistance recipients. While on the program, participants were paid a wage equal to the provincial minimum wage. It is expected that approximately 60 participants will secure permanent employment and approximately three participants will go on to further education and training.

Manitoba CareerStart '87

Manitoba CareerStart encourages employers to create additional employment opportunities for Manitoba's students and unemployed youth during the summer months.

The objectives of Manitoba CareerStart in 1987-88 were:

- To create additional positions for full-time students and unemployed youth 16 to 24 years of age;
- To create employment opportunities for Manitoba youth which would provide skills, training and/or career-related work experience to equip them for full-time participation in the labour force; and
- To provide financial support to students to enable them to continue their education.

Manitoba CareerStart '87 offered wage assistance to registered businesses, institutional organizations and community/non-profit groups entirely located within Manitoba and in operation prior to program application. Municipalities, Local Government Districts and Indian Band Councils were also eligible to apply.

Businesses were eligible to receive wage assistance from the program at the rate of $2.25 per hour plus an employee benefit allowance of up to 10% of the wage assistance.

Community/non-profit groups, municipalities, Local Government Districts and Indian Band Councils were eligible to receive wage assistance at the rate of $4.50 per hour ($4.70 per hour as of September 1, 1987), plus an employee benefit allowance of up to 10% of the wage assistance.

All employers were eligible to apply for up to three positions. The minimum length of employment per position was 210 hours with a minimum of 30 hours per week. The maximum length of employment eligible for wage assistance was 640 hours with a maximum of 40 hours per week.

The program assisted 3,259 employers to provide new job opportunities for 5,096 students and youth.

Job Training for Tomorrow

Job Training for Tomorrow offers unemployed Manitobans employment and skill development opportunities and provides employers with wage assistance for the purpose of creating new, additional positions. Employers also receive assistance in the development of comprehensive training plans designed to meet the needs of individual employees.

The objectives of Job Training for Tomorrow in 1987-88 were:

- To increase training and skill development opportunities for new employees;
- To create additional, long-term employment opportunities for unemployed Manitobans;
- To increase the participation of women in non-traditional or technical occupations;
- To increase employment opportunities and develop job related skills for youth and special needs individuals in the program; and
- To respond proactively in major layoff and closure situations and to provide technical assistance and financial support for adjustment to new technology.

In addition to the basic program, Job Training for Tomorrow operates two special components:

- The **Women in Non-Traditional or Technical Occupations** component encourages employers to create new jobs and provide on-the-job training for women in non-traditional occupations.
- The **Employment Adjustment** component (administered by the Division's Employment Training Branch) offers consultative services and financial assistance to help address employment adjustment situations resulting from technological change, economic expansion, layoffs and closures.

All positions had to provide a minimum of 30 hours per week with consecutive weeks of employment.

Businesses and larger institutional organizations approved for funding were eligible to receive 50% of the hourly wage paid up to a maximum wage assistance of $4.00 per hour. Employers in this category were eligible to apply for three positions per program cycle, per independent work location. Smaller community or non-profit groups approved for funding were eligible to receive wage assistance at a rate of up to $4.80 per hour plus an employee benefit allowance of up to 10% of the wage assistance. Employers in this category were eligible to apply for a maximum of two positions per program cycle, per independent work location.

The program approval process gave priority consideration to those positions being filled by employees within the "special needs" category (i.e., mentally and physically disabled, immigrants, visible minorities, natives, social assistance recipients and disadvantaged youth).

As an additional incentive, employers proposing to hire an unemployed worker 55 years of age or over were eligible for an additional four weeks or 160 hours of funding.

Cycle 1 of Job Training for Tomorrow operated from October 1986 to October 1987 and assisted in the creation of 2,787 new and additional positions.

Cycle 2 began in November 1987 and will continue until all funds are committed.

Regional Employment and Immigration Services Branch

G. L. Clement — Acting Executive Director

The Regional Employment and Immigration Services branch consists of Immigration and Settlement Services, the Regional Employment Services Unit and the Human Resources Opportunity Program.

The branch's major objectives are:

- To develop policies and programs related to immigration, demography, citizenship and settlement of immigrants;
- To provide a direct regional delivery of employment programs and services; and
- To provide assessment, counselling, training and employment opportunities to individuals in need of social assistance or experiencing difficulty finding and maintaining employment.

Immigration and Settlement Services

Immigration and Settlement Services is responsible for the development of policies and programs which enable the provincial government to respond to issues related to immigration, demography, citizenship and settlement.

The major objectives of the Service are:

- To ensure that the levels and composition of immigration to Manitoba (including refugees) support the attainment of Manitoba's demographic, humanitarian, economic and labour market goals and reflect Manitoba's situation with respect to the labour market, health and social services; and
- To facilitate immigrants' effective attainment of self-sufficiency and ability to participate fully in the social, political and economic life of Manitoba, which includes enhancing employment opportunities for immigrants.

Immigration and Settlement Services activities are organized into five functional areas:

- Information and systems coordination, which undertakes activities related to demographic information and analysis related to immigration, including Manitoba's position on annual levels and composition of immigration.
- Settlement development and support, which undertakes development, production and distribution of settlement materials; administration of the Newcomer Services Support Program; developing, assisting and piloting programs for special needs of immigrants such as immigrant women, youth, elderly and mental health needs; participating in the Joint ESL Directorate with Manitoba Education; and volunteer coordination.
- Immigrant services coordination, which includes the review of policies and procedures respecting the admission of certain groups of immigrants; administering the Special Program for Assisting Refugees (SPAR); and coordinating Manitoba's activities with respect to immigration policy, levels and agreements.
- Immigration employment services coordination which includes the administration of immigrant targeted wage subsidy programs; recommending government action with respect to immigrant employment; and assisting agencies in designing and implementing immigrant employment programs.
- Immigrant Access Service, which is a direct service to assist immigrants gain access to provincial services.

These activities are carried out in cooperation with a number of other Manitoba government departments and involve a close working relationship with federal departments, non-government agencies and community groups.

Following is a description of the publications, programs and priority concerns of Immigration and Settlement Services:

Newcomers' Guide to Manitoba

This guidebook, a comprehensive source of information for newcomers as well as for professionals in the immigrant settlement area, provides information of settlement services and life in Manitoba. It is currently available in English, Vietnamese, French and Chinese. The Newcomers' Guide is being revised and updated for distribution in 1989-90.

Welcome News

A joint effort by Immigration and Settlement Services and the Adult and Continuing Education Immigration and Settlement Services of Manitoba Education, **Welcome News** is a graded language reader for ESL teachers. Eight thousand copies of each issue are distributed at no charge across the province.

The newspaper is used as curriculum material for ESL classes providing news and settlement information relevant to ESL learners. Three eight-page issues and one 12-page issue of **Welcome News** were published in 1987-88.

One Child: Two Cultures

This resource and training manual was developed for use by groups who work with immigrant children. Child-rearing practices common to nine different cultures are presented in the manual along with specific information and suggestions on identifying and addressing the cultural adaptation, integration and second language development needs of immigrant children in preschool settings.

Developed primarily to address issues related to preschool day care settings, this manual can also be a useful cross-cultural information resource to a variety of agencies and groups which work with immigrant families.

The manual is available for distribution to childcare centres, educational institutions, and other agencies working with immigrant children and their families.

A Place to Live

This audiovisual orientation package, comprising a video, printed handouts and user's manual, provides newcomers with information on housing, including: Canadian concepts of housing; how to find and rent accommodation; and tenant and landlord rights and responsibilities.

Newcomer Services Support Program

The Newcomer Services Support Program provides financial support to non-profit organizations involved in newcomer orientation and settlement services. A program budget of $25,000 was available in 1987-88 for projects which address the settlement needs of immigrants.

Eight projects were funded in 1987-88 under three grant categories: Settlement Materials and Project Development, Community Development Projects, and Settlement and Adaptation Research.

Support was provided for a variety of new initiatives, including multilingual pre-natal classes for pregnant immigrant women and their spouses, publication of multilingual legal information and the development of a pre-employment preparation module for immigrant clients. As well, assistance was provided in hosting the third annual Western Canada Immigrant Serving Agencies Conference. This conference, attended by over 100 participants from Western Canada, marked the first time this event was held in Manitoba.

Special Program for Assisting Refugees (SPAR)

In 1987-88, 15 refugees were admitted to Manitoba under the Special Program for Assisting Refugees (SPAR). SPAR facilitates the resettlement in Manitoba of newcomers with special needs through the cooperation of private sponsors and the federal and provincial governments. Since its initiation in the Fall of 1981, close to 70 refugees and their families have benefitted from this program.

Employment Development

In 1987-88, Immigration and Settlement Services maintained its coordinating role in the marketing and administration of provincial employment creation initiatives aimed at increasing opportunities for newcomers within Manitoba's labour market.

Immigration and Settlement has made significant inroads into solving the problems associated with underemployment, accreditation and equivalency which newcomers frequently face. Recognition: Manitoba Work Experience for Professional and Technically Trained Newcomers is a program providing wage assistance to employers who can create new jobs for immigrants who have professional and technical skills and experience obtained outside of Canada. In 1987-88, 17 highly skilled newcomers were placed into jobs in their fields of expertise. The functional areas of these placements ranged from engineering and architecture, to finance, technology adaptation, and product development and design. With the assistance provided under the Recognition program, the majority of participants have initiated formal assessment procedures through their professional licensing bodies and in addition have registered for academic courses which will increase their knowledge of Canadian standards.

The Service also refers and monitors job placements for immigrants under the Job Training for Tomorrow program.

Joint ESL Directorate

In order to better meet adult immigrant language learning needs through an integrated approach to adult ESL programming, a Joint Directorate was established in 1983 involving the language and orientation coordination role of the Immigration and Settlement Services and the Adult ESL coordination and program development role of the Adult and Continuing Education Division (ACE) of Manitoba Education.

Through the Joint Directorate the following initiatives and activities have taken place:

- Coordination of the Settlement Language Training Program (funded as a demonstration project by Employment and Immigration Canada) in Manitoba. The Directorate through the ACE Branch also provides program development and English as a Second Language support to 15 projects with different ethno-cultural and settlement service organizations. The classes are tailor-made to the needs of approximately 300 immigrant women and seniors not in the labour market.
- Establishment of a network for English for Academic Purposes and the second year of a full-time program in cooperation with the Core Area Training and Employment Agency, Red River Community College, and Student Social Allowances. This service prepares immigrants with advanced education to overcome language-related barriers in their efforts to gain accreditation in Manitoba.
- English in the Workplace programming continues to be delivered in the aerospace, computer assembly, hospital, garment and hospitality industries. This programming has increased to approximately 18 projects this year.
- English at Home has expanded into a third level and is delivering instruction to approximately 110 students.
- A new television series, "Speak English for Yourself", has been developed in cooperation with Manitoba Education Television and Videon Cable TV for telecast from January through June on CBC and Channel 7.
- A pilot project at the University of Manitoba to provide employer-driven, practicum-based training, utilizing adult education principles is in its second year. The 10 participants will receive credit at the graduate level.

Immigrant Access Service

The Immigrant Access Service assists immigrants to gain access to government and non-government services in the areas of employment, health, education, child and family, corrections, legal and economic security.

Staff trained in cross-cultural human service delivery provide immigrant clients with information services, needs assessment, referral counselling and follow-up services in their own language. Advocacy and mediation services on behalf of clients is undertaken where required. Emphasis is placed on working jointly with existing services to facilitate cross-culturally sensitive service delivery to immigrant clients. Cultural and linguistic interpretation is provided for immigrant clients and service providers to enhance effective utilization of existing services. Liaison, education and development are also provided to immigrant communities, government and non-government service providers to assist them to better meet the needs of their immigrant clients.

In 1987-88, services were provided to over 2,000 immigrant clients. Service needs identified in 1987-88 related to family concerns, mental health, employment, income security, legal, immigration/sponsorship and housing issues. Approximately 200 community activities were also undertaken in 1987-88 in the following areas: immigrant community projects, volunteer development, cross-cultural education, training and consultation, and presentations at workshops, conferences and seminars on a variety of immigrant issues.

Volunteer Program

Volunteer programming activities organized by Immigration and Settlement Services in 1987-88 focused on enabling immigrant communities to more actively participate in the social service system in Manitoba. Linked to and supported by the Immigrant Access Service, over 25 trained volunteers from a variety of ethnocultural communities have developed skills and experience in undertaking outreach and development activities through the Community Outreach Volunteer Program. Activities in 1987-88 included: assisting community groups develop and implement community-based language training programs and other special projects; promoting immigrants' awareness of and access to a variety of education, training and employment opportunities available; fostering the development of linkages between community-based helping networks and existing services and programs; and promoting a greater awareness among generic social service providers of the needs and resources in ethnocultural communities.

Other volunteer program activities were undertaken to supplement Immigration and Settlement services and programs, and to provide skill development and work experience to immigrant volunteers. Contributions made by volunteers to programs in 1987-88 included: assistance in the development and production of an orientation video on housing, assisting in the production of **Welcome News**, office support to the Immigrant Access Service, and the ongoing involvement of volunteer immigrant health/social service professionals in providing advice and counselling support to the Immigrant Access Service and its clients.

Immigrant Women

Immigration and Settlement Services continues to provide assistance to address the concerns of immigrant women in Manitoba. In 1987-88, a variety of initiatives were supported by Immigration and Settlement including: grant support for the development and delivery of multilingual prenatal programs for expectant mothers; resource assistance to facilitate the delivery of cross-culturally sensitive reproductive health education to immigrant women and their families; and direct assistance to immigrant women in gaining access to employment and training opportunities. Immigration and Settlement Services has also worked cooperatively with other provincial departments in addressing day care issues affecting immigrant women. Through the work of the Immigrant Access Service, special attention has been given to the service development and support needs of abused immigrant women.

Refugee and Immigrant Health Issues

In 1987-88, a number of Immigration and Settlement Services activities have focused on addressing refugee and immigrant health concerns. Continued emphasis has been placed on enhancing immigrants' access to health services through the bridging services provided by the Immigrant Access Service. Other activities have included: initiating an interdepartmental review of refugee and immigrant mental health issues and participating in the presentation of provincial concerns and recommendations to the Federal Task Force on Mental Health Issues Affecting Immigrants and Refugees; supporting and participating in the development of community, agency and government responses to service development, education and cross-cultural training needs in the areas of mental health; and grants support and other resource assistance for the development and delivery of cross-culturally sensitive health education programming.

Immigration Levels

The majority of international immigration to Manitoba is made up of family class and refugee arrivals, rather than labour market selected immigrants destined for prearranged employment. In 1987, 73.8% of immigrants were either family class or refugees, compared with 79.7% in 1986. In 1987, 21.2% were selected for labour market criteria and 5.0% were retired, self-employed or entrepreneurs. This compares with 14.1% and 6.2% in these categories in 1986, respectively.

Immigration by Class, 1986 and 1987

(Percentages Shown in Parentheses)

CLASS	1986	1987*
Family Class	1,665 (44.4)	2,109 (46.1)
Designated Class and Convention Refugees	1,323 (35.3)	1,270 (27.8)
Independent Class:		
Assisted Relatives	99 (2.6)	282 (6.2)
Retired	29 (0.8)	18 (0.4)
Entrepreneurs	143 (3.8)	134 (2.9)
Self-Employed	61 (1.6)	76 (1.7)
Other Independents	429 (11.4)	687 (15.0)
TOTAL	3,749	4,576

**1987 data is preliminary*

Source: Canada Employment and Immigration Commission: Landed immigration data systems.

In 1987, approximately 45% of immigrants to Manitoba were from Southeast Asia. Of the top ten source countries, four are in Southeast Asia (the Philippines, Hong Kong, Vietnam and India).

Top Ten Source Countries — 1987*

Source Countries	Actual	Percent
Philippines	928	20.3
Hong Kong	433	9.5
Poland	404	8.8
Vietnam	293	6.4
India	254	5.6
Great Britain	223	4.9
U.S.A.	191	4.2
El Salvador	187	4.1
Guyana	98	2.1
Ethiopia	97	2.1
TOP TEN TOTAL	**3,108**	**67.9**

**1987 data is preliminary.*

Source: Canada Employment and Immigration Commission: Landed immigration data systems.

The Philippines has been a predominant source of immigrants for over a decade. With the emphasis various levels of government have placed on family reunification, this trend is not expected to change for the next few years, notwithstanding unforeseen changes in world events.

The federal Minister of Immigration announced the 1988 projected levels of immigration in the Fall of 1987. Based on the federal projections and the percentage of the total Canadian population in Manitoba, projected levels of immigration to Manitoba were calculated. The projections for Manitoba during 1988 are compared to the 1987 actual figures for immigration by class below:

Class	1987*	1988**
Family Class	2,109	2,525
Designated Class and Convention Refugees	1,270	1,500 - 1,630
Independent Class	1,197	1,340 - 1,450
TOTAL	**4,576**	**5,365 - 5,605**

** 1987 data is preliminary.*
***1988 projections.*

Source: Canada Employment and Immigration Commission: Landed immigration data systems.

Regional Employment Services

Southern Employment Resources

Manitoba's six Southern Employment Resources offices assist in the development, delivery and administration of training and employment initiatives of the Employment Services Division. The Employment Resource Centres, located at Brandon, Winkler, Steinbach, Teulon, Killarney and Dauphin, work with businesses and non-profit, institutional and community organizations to assist them in the development of strategies related to staffing and human resource development. They also provide a direct service to unemployed youth, students, "special needs" clients and adults seeking on-the-job training and employment.

Staff of Southern Employment Resources coordinate a variety of provincial government employment and training initiatives to ensure that program funding reaches the unemployed client groups in greatest need. Programs delivered through the regional offices in 1987-88 included Job Training for Tomorrow, CareerStart, the Manitoba Youth Job Centre Program, the Job Opportunity Service and the Manitoba Community Places Program (Manitoba Culture, Heritage and Recreation).

The activities of this unit include:

- Coordinating and delivering Employment Services Division programs and initiatives on a regional basis throughout southern Manitoba (outside of Winnipeg);
- Participating in planning, developing and delivering job creation and employment opportunities for regional target groups;
- Identifying and supporting training opportunities on a regional basis;
- Assisting in the delivery and promotion of Jobs Fund employment and training initiatives;
- Assisting Manitoba Culture, Heritage and Recreation in the regional delivery of the Community Places capital projects funding program;
- Providing a regional information network for all employment and training initiatives available to Manitobans;
- Assisting communities, organizations, employers and individuals in assessing job creation and training programs offered by the Manitoba Government, as well as assisting the Canada Employment and Immigration Commission in its review of Canadian Jobs Strategy applications; and
- Providing labour market supply and demand information, and program information by region.

Southern Employment Resources staff ensure that rural residents have convenient access to all information and resources concerning provincial employment and training initiatives. Through its regional job Opportunity service, it also enables unemployed Manitobans to gain access to government-sponsored programs which are available within their own communities.

In 1987-88, Southern Employment Resources staff approved 1,667 CareerStart applications, providing 2,159 students and unemployed youth with summer jobs, and the Job Training for Tomorrow program supported the creation of 964 new positions in the Southern Employment Resources regions. Related activities included drawing up training plans, monitoring training progress and administering the funds for each approved employer's application.

Southern Employment Resources also provides information to the staff of Employment and Immigration Canada to assist them in their assessment of Canadian Jobs Strategy applications. Their input is designed to prevent duplicate funding by the federal and provincial governments, and to co-ordinate efforts where employers are participating in federal as well as provincial initiatives. Staff also work with other provincial government departments and agencies in initiatives which impact on the employment and training requirements within the six Southern Employment Resources regions.

Southern Employment Resources, in conjunction with Culture, Heritage and Recreation, delivered the Manitoba Community Places Program in the southern part of the province. Staff provided expertise in onsite project development, application assessment, contract negotiation and completion, and monitoring. In Southern Employment Resources regions, 253 project applications were approved resulting in the creation of approximately 9,236 work weeks during 1987-88.

Thirty-eight Manitoba Youth Job Centres in southern Manitoba communities were administered by regional staff. The Centres provide a referral system to employment for students and youth during the summer months. Southern Employment Resources provides a year-round service of placement and referral to jobs created through the programs delivered by Southern Employment Resources.

Number of Positions Created by Program in Southern Employment Resources Regions

	CareerStart	Job Training for Tomorrow	Total
South Central	325	133	458
Westman South	246	334	580
Westman North	519	53	572
Eastman	307	148	455
Interlake	435	165	600
Parklands	327	131	458
TOTALS	**2,159**	**964**	**3,123**

Northern Employment Support Services

Operating out of five regional offices located at Thompson, Leaf Rapids, Churchill, The Pas and Winnipeg (Lake Winnipeg Region), the Northern Employment Support Services Unit (NESS) extends employment services to northern Manitoba, offering job creation programs, employment assistance, relocation support, youth employment programs and assistance in training identification. In 1987-88, these services were administered by the Province and were cost-shared by the Governments of Canada (60%) and Manitoba (40%) under the Northern Development Agreement.

NESS regional offices provide a full and coordinated employment service to northerners by having employment counsellors visit outlying communities on a regular basis. These visits ensure that communities, local governments, employers and individuals are made aware of provincial and federal employment services and programs, and how and where to apply for them. Employment counsellors assist employers to access job creation and training funding which is available to assist them to expand their employee base and, where appropriate, to train new workers. The counsellors assist workers in registering for and being referred to job opportunities or training offered by local employers or government.

In 1987-88, each NESS regional office was actively involved in the administration and delivery of Manitoba CareerStart '87, Job Training for Tomorrow, and the Community Places program operated by Manitoba Culture Heritage and Recreation.

During the summer of 1987, NESS administered the Northern Youth Corps program (NYC) which provided grants to northern communities to employ local young people on community improvements projects. The program was cost-shared between the Governments of Canada (60%) and Manitoba (40%) under the Northern Development Agreement.

Regional staff were involved in providing relocation assistance to enable individuals to take advantage of training and employment opportunities. This service assists residents of rural and remote communities to move and take advantage of jobs or training opportunities. Counselling services are provided to help individuals and families adjust to a new environment and become acquainted with the resources in their new community. Financial assistance is also available to individuals relocating for employment or training for items such as transportation, initial food or rent costs and for the costs of necessary work clothing and tools.

NESS also has an office located at the Limestone hydro construction site. This office delivers employment support services to Limestone workers with the goal of improving retention rates of northern residents employed at the site.

Regional field staff act in support of this thrust by providing a communications link between workers at the Limestone site, the NESS site office staff and families remaining at home in northern communities. The field staff provide counselling and referral assistance to the families of workers and serve as a link between other northern agencies networking to provide services to northerners.

Number of Jobs Created by Program in NESS Regions 1987-88

Region	CareerStart	Community Places	NYC	Job Training for Tomorrow Cycle 1	Job Training for Tomorrow Cycle 2
The Pas	162	188	156	151	96
Lake Winnipeg	81	82	160	50	29
Churchill	12	22	21	23	6
Leaf Rapids	31	29	71	35	15
Thompson	136	103	137	121	74
	422	354	525	380	220

TOTAL: 1,901

Number of Individuals Receiving Relocation and Support Assistance 1987-88

Region	Employment at Limestone	Other Employment	Total
The Pas	46	20	66
Lake Winnipeg	4	21	25
Churchill	2	8	10
Leaf Rapids	11	17	28
Thompson	91	39	130
TOTAL	154	88	259

To complement the assistance provided by NESS, a grant was provided by the Department to the Northern Metis Council (NMC) for the purpose of providing support services to individuals and families relocating from smaller northern communities to Thompson for employment and training opportunities. The relocation staff provided assistance in finding housing, information on community resources, and counselling. In 1987-88, relocation services were provided to 65 clients and their families through the NMC.

Limestone Employment Support Services

Manitoba Employment Services and Economic Security is involved in three major areas in support of the Limestone Hydro Project:

— On-site counselling service;

— Community employment support services; and

— Negotiations, particularly in relation to the Canada-Manitoba Limestone Project Employment and Training Agreement.

The on-site counselling service and community employment support services were cost-shared by the Governments of Canada (60%) and Manitoba (40%) under the Northern Development Agreement.

On-Site Counselling Service

Counselling services at the Limestone project site are provided by three departmental staff who report to the NESS unit and two worker advisors hired by the Limestone Aboriginal Partnership Directorate Board (LAPDB). These workers provide site orientation, personal counselling and crisis intervention focusing on work adjustment problems, cross-cultural adjustment, family problems and money management. The LAPDB worker advisors work closely with both the NESS counsellors and the NESS site supervisor. At the site, informal support groups have been established and referral services to outside agencies are provided as necessary. The on-site counselling service also provides a valuable communication link with the home communities of workers.

Community Employment Services

The main activities of this service are:

- Support to the registration and referral system;
- Pre-employment counselling with native northerners and their families;
- Transportation assistance; and
- Providing financial assistance to northern natives to cover costs of tools, clothing and other work-related necessities.

Limestone Negotiations Unit

Through this Unit negotiations are conducted to most effectively implement the Canada/Manitoba Limestone Project Employment and Training Agreement. Signed in September of 1985, the Agreement involves the federal departments of Employment and Immigration, and Indian and Northern Development, and the provincial departments of Employment Services and Economic Security, and Energy and Mines. The Agreement delineated the responsibilities of both the federal and provincial governments regarding employment and training needs related to the Limestone project. These responsibilities include the development of a training plan as well as the accompanying federal and provincial cost-sharing commitments regarding occupational training in preparation for Limestone employment opportunities. The Agreement covers the full duration of the Limestone project through to March 31, 1992 and provides for a maximum federal commitment of $18 million and a maximum provincial commitment of $12 million.

The Negotiations Unit analyzes the involvement of the LAPDB in the support service system and administers the LAPDB worker advisor grant which is provided under a contract with the Department and cost-shared by Canada (60%) and Manitoba (40%) under the Northern Development Agreement.

Research is being conducted on those individuals who left employment at the Limestone site to determine the causes of dismissals and resignations, particularly among native workers.

Employment Services and Economic Security is represented on a number of committees and working groups dealing with Limestone-related programs and policies.

Human Resources Opportunity Program

The Human Resources Opportunity Program is intended to assist those individuals who experience continued difficulty in finding and maintaining employment to enter or re-enter the work force. Specific attention is given to persons receiving, or likely to receive, social assistance. It is believed that, given appropriate opportunities, disadvantaged persons will not choose to be dependent on public assistance. The Program is therefore preventive and remedial.

Program clients must demonstrate a need for special help in finding employment and be willing to pursue technical or vocational courses leading to employment or to acquire the social skills needed to sustain them in training and employment.

The Program draws on the resources of other provincial, federal and municipal departments and the private sector to provide financial and technical assistance. Training programs at community colleges, private trade schools and in industry are used extensively. Work experience placement in regular work settings is a major component of programming.

Seven Human Resources Opportunity Centres operate within the Human Resources Opportunity Program and provide for those persons who require a more intensive, hands-on approach to counselling and job training.

The Centres provide a combination of job training and work experience which is received through involvement in on-site work bases and community work placements in hospitals, nursing homes, day care centres, private businesses and other regular employment settings. Centres also play an important role in helping participants improve their self-confidence through counselling and life-skills training which familiarize them with budgeting, basic banking, problem-solving, communicating, diet and personal hygiene. Participants are also exposed to a range of career and job search information. The Centres are located in Winnipeg, Brandon, Portage la Prairie, Dauphin, Gimli, The Pas and Beausejour. Centres work closely with other provincial government departments, municipalities and non-profit community groups in their work base activities.

During the period April 1, 1987 to March 31, 1988, Centres provided services to 1,298 persons. Of these, 305 remained in Centres at year end. Of the 830 who left after the assessment period, 422 were placed in employment or in training programs elsewhere. Another 134 completed the program and were considered job ready. Of these, a number found work within a short period of time. A number of persons were referred to other agencies or services for specialized help.

Centres also delivered other programs, including a summer student program for school drop-outs which served 141 participants, and a job club which helped 62 participants develop job search skills and carry out a job search.

Another major initiative within overall programming is the Single Parent Job Access program. This program was piloted in Winnipeg and Brandon during 1986-87

and expanded to all Centres, serving the entire province during 1987-88. A total of 632 participants were involved in programming during the year. The program provides a comprehensive range of programming and supports that assisted single parents in receipt of social assistance to re-enter the labour force. Programming components include: Intake, assessment and counselling; pre-employment preparation group programs; work experience; formal accredited training; and a support fund from which training or work related costs, including child care, are provided as required.

The Single Parent Job Access Program is jointly funded under the Canada/ Manitoba Agreement on Employability Enhancement for Social Assistance Recipients. The joint funding is derived from Manitoba Employment Services and Economic Security, the Canada Employment and Immigration Commission, and Health and Welfare Canada.

Under the Environmental Component of this same Agreement, Human Resources Opportunity Centres funded and placed a total of 121 participants in seven forestry management and Dutch elm disease control crews. Work locations were adjacent to the cities of Winnipeg and Brandon, and the communities of Boggy Creek, Lac Du Bonnet and Cranberry Portage. The program was operated from the end of September 1987 to March 31, 1988. The crews were supervised by Manitoba Natural Resources personnel and all operating costs related to the work done were covered by that department. Funding was also provided to a Conservation Worker Training Program serving 20 participants sponsored by the Local Government District of Park in Onanole. This program began in January 1988 and will finish in June 1988.

Human Resources Opportunity Program: Program Caseload

Movement by Category of Service - April 1, 1987 to March 31, 1988

Caseload Category	Number of Cases April 1/87	Intake	Reclass In	Reclass Out	Outgo	Number of Cases Mar. 31/88
Employment Services	72	122	229	246	100	77
Vocational Counselling	568	1,588	643	1,380	665	754
Vocational Training	188	20	340	139	184	225
Work Assessment	3	—	13	14	2	—
Work Training	82	8	331	253	25	143
Human Resources Centres	178	52	410	406	42	192
Special Projects	26	9	313	257	8	83
Employment Services Follow-Up Counselling	167	2	556	140	396	189
Total	1,284	1,801	2,835	2,835	1,422	1,663
Incidental Services*			2,992			

**Incidental Services — Singular Counsellor Involvement with an individual to provide referral service, information, etc.*

Human Resources Opportunity Program: Applications

(New and Re-Opened Cases Only) By Source of Referral and Region
April 1, 1987 to March 31, 1988

Regional Office	Source of Referral						
	Economic Security	Personal Service	Municipal	External Agencies	Human Resources Opportunity Centres	Self	Total Applications
Central	64	3	11	27	—	30	135
Eastman	42	3	8	23	1	62	139
Interlake	81	8	9	26	1	98	223
Parklands	98	2	10	9	—	110	229
Westman	153	—	65	35	—	82	335
Winnipeg	654	—	1	8	42	18	723
TOTAL	1,092	16	104	128	44	400	1,784

Human Resources Opportunity Program: Job Placement by Region

April 1, 1987 to March 31, 1988

Region	Method of Placement							
	Social Allowance							
	Mother's Allowance		Other Social Allowance		Non-Social Allowance		Total	
	By HROP Staff	Self	By HROP Staff	Self	By HROP Staff	Self	By HROP Staff	Self
Central	6	13	1	3	6	22	13	38
Eastman	5	8	6	16	8	22	19	46
Interlake	13	14	6	10	28	37	47	61
Parklands	0	0	11	4	27	10	38	14
Westman	57	0	35	0	86	0	178	0
Winnipeg	71	31	0	0	0	0	71	31
TOTAL	152	66	59	33	155	91	366	190

Human Resources Opportunity Centres

April 1, 1987 to March 31, 1988

CENTRES	Clients in Centres at April 1/87	Intake During April 1/87 to Mar. 31/88	Total Clients Served During 12-Month Period	Clients Not Completing Their Training			Completed Program (were considered job ready upon completion/a significant number attained employment within a few weeks)	Completed the Program and were placed in employment or further training	Clients in Program at March 31, 1988
				Left During Assessment (1st month)	Left During Rest of Program (withdrew or suspended)	Referred to Other Programs which could more appropriately meet their needs			
Winnipeg Human Resources Opportunity Centre	100	368	468	74	87	13	45	152	97
Westbran Human Resources Opportunity Centre	74	159	233	19	50	3	21	61	79
Central Human Resources Opportunity Centre	34	45	79	1	20	17	4	24	13
Parklands Human Resources Opportunity Centre	22	67	89	19	16	1	6	28	19
Interlake Human Resources Opportunity Centre	40	125	165	14	31	—	21	59	40
The Pas Human Resources Opportunity Centre	40	114	154	25	23	2	10	68	26
Eastman Human Resources Opportunity Centre	33	17	110	11	10	1	27	30	31
TOTAL	343	995	1,298	163	237	37	134	422	305

Within the above totals the following Special Programming was carried out (a number of these participants were also involved in on-site programming as well as Special Programs):

Community Work Experience 527

Driver Education Program 14

Single Parent Job Access Program

April 1, 1987 to March 31, 1988

Centres	Clients in Program at April 1/87	Number of Persons Served April 1/87 to March 31/88	Clients in Program at March 31/88	Number of Clients Served			Leaving Status						
							C.O.P.E.		Work Experience				Skills Training
				COPE	Work Experience	Skills Training	Withdrew/ Terminated	Successful Completion	Withdrew/ Terminated	To Employment	To Training/ Other Program	Completed (Job Ready)	Withdrew/ Terminated
Winnipeg	39	310	75	129	164	17	18	114	44	47	18	25	1
Westbran	17	109	41	56	53	—	4	28	9	12	7	13	—
Central	—	22	16	13	9	—	—	—	1	4	1	1	—
Parklands	—	13	6	9	4	—	—	9	—	—	1	—	—
Interlake	—	53	19	6	47	—	—	7	6	15	2	8	—
The Pas	—	94	38	14	80	—	2	—	15	19	9	13	—
Eastman	—	31	8	2	29	—	—	3	3	5	11	5	—
TOTAL	56	632	203	229	386	17	24	161	78	102	49	65	1

Employment Training Branch

P. Dubienski — Executive Director

The Employment Training branch consists of the Labour Market Programs unit, including the Selkirk Training Plant and the Employment Adjustment and Technological Change Program, Intergovernmental Relations, New Careers, and the Stevenson Aviation Technical Training Centre. The branch's major objectives are:

- To deliver particular training services resulting in employment and job- related skill development;
- To maximize the participation of Manitobans, particularly the employment disadvantaged, in economic activity through innovative training and labour market adjustment initiatives;
- To negotiate with the federal government to achieve a coordinated federal-provincial response to employment issues including training and job creation;
- To develop and coordinate a Provincial Training Strategy for Manitoba; and
- To provide assistance with re-employment and retraining to Manitobans whose jobs are lost or significantly affected by layoffs, technological change, changes in trading patterns or other forms of employment adjustment and structural change.

Labour Market Programs Unit

The Labour Market Programs unit's primary objectives are:

- To assist with re-employment of displaced workers in permanent jobs;
- To assist in retraining workers affected by layoffs, changes in policy or in trading patterns and technological change;
- To target assistance to those workers most in need; and
- To encourage a positive attitude on the part of workers toward structural change.

In support of these objectives, the unit is responsible for the development, administration and delivery of these major program and service areas: Employment Adjustment and Technological Change Program, a component of Job Training for Tomorrow; the Selkirk Training Plant; the Manitoba Community Assets Program; and the Lake Winnipegosis Employment Opportunities Program.

The Selkirk Training Plant

The Selkirk Training Plant operates with two primary objectives: To prepare employment disadvantaged individuals for entry into the work force and to manufacture a wide variety of wood and metal products for Manitoba provincial departments and non-profit organizations.

To achieve these objectives, the Plant provides a combination of classroom and practical workplace training aimed at improving general work practices and specific occupational skills.

The Plant's program provides a 26-week training course divided into four components:

Component 1: (3 weeks) Classroom instruction in such areas as basic mathematics, communications and trades introduction.

Component 2: (4 weeks) Practical training in the demonstration room. Each trainee must complete eight practical projects.

Component 3: (16 weeks) On-the-job production training.

Component 4: (3 weeks) A total of 40 hours is utilized by the trainee for job search activities and up to two weeks for work experience with a prospective employer.

To permit trainees to advance at their own pace during Phase 1 of the Program, individualized instruction packages have been developed on basic production training fundamentals and on such safety topics as eye protection, heavy lifting techniques and fire safety.

A policy of leave-of-absence for drug and alcohol treatment enables trainees to take time to deal with these problems before moving on to the next phase of training.

The training and experience provided is directed towards improvement of work habits and job skills to enable individuals with poor work history, limited education levels or other social adjustment problems to improve their prospects of obtaining and retaining permanent gainful employment.

A positive program of locating employment for graduating trainees is undertaken by Plant staff. Prospective employers are contacted, the program is explained, two-week work experience placements are arranged and, where trainees are employed, follow-up counselling is provided as needed.

Statistical Summary
— April 1, 1987 to March 31, 1988:

Number of trainees accepted	123
Number of trainees who completed the 6-week orientation	89
Number of successful completions	52
Number of successful completions who were employed or went on to further training during the year	32
Employer contacts by trainees	510
Estimated value of products delivered (based on material costs plus 50% overhead)	$266,800.

Employment Adjustment and Technological Change Program

The Employment Adjustment and Technological Change Program works co-operatively with labour, business and other government programs providing consultative advice and financial assistance in employment adjustment situations. In most cases the cost of activities are shared with other federal or provincial programs and with the business and unions affected.

The primary objective of the Employment Adjustment and Technological Change Program is to assist Manitoba workers facing displacement to become re-employed or to acquire the necessary skills to maintain employment when working conditions have changed.

Specific employment adjustment situations assisted by the Program are:

- Layoffs, closures and threatened full or partial closures;
- Industry closure in a single industry town;
- Change in policy or standards;
- Technological change; and
- Increase in labour demand where a skill shortage exists.

The establishment of a joint labour-management committee is recommended for all employment adjustment situations. Activities commonly undertaken by the joint committees include:

- Surveys of workers to determine current skills and services required;
- Assistance with preparation for job search;
- Workshops on early retirement;
- Special studies related to the impending employment adjustment problems;
- Information on training opportunities and community services; or
- Other activities depending on the situation.

Statistical Summary
— April 1, 1987 to March 31, 1988:

Companies served	44
Industry-wide associations served	10
Workers affected by Program services	37,000
Projects approved for financial assistance	27
Individuals assisted through training development	379
Individuals assisted with wage subsidies during on-the-job training	203

Lake Winnipegosis Employment Opportunities Program

Labour Market Programs continued the coordination and administration of the Lake Winnipegosis Employment Opportunities Program in 1987-88. This Program was developed to provide an interim means of employment for those fishermen affected by the voluntary three-year closure of the Lake Winnipegosis summer commercial fishery.

Through the Program, fishermen are employed on community and fisheries development projects. As well, support in the form of a wage subsidy is available for private and non-profit employers wishing to hire eligible fishermen.

The Lake Winnipegosis Employment Opportunities Program is coupled with other initiatives of Manitoba Natural Resources. It is a part of the Province of Manitoba's overall strategy aimed at rehabilitating the Lake Winnipegosis commercial fishery.

In 1987-88, The Lake Winnipegosis Employment Opportunities Program funded 21 temporary positions.

Manitoba Community Assets Program

In 1987-88 the Labour Market Programs Unit maintained its responsibility for the administration and Winnipeg field delivery of the Manitoba Community Assets Program.

The Program assisted community and municipal organizations to undertake capital development projects including construction and rennovation of facilities. These undertakings offered immediate employment opportunities and resulted in ongoing benefits to the community in terms of improved facilities and services.

Applications for Program assistance were accepted until the end of July 1985. Approved activities were to be carried out over various periods between September 1985 and June 1986. Due to unavoidable delays, a number of projects had to be extended beyond June 1986. The Program's final project was completed in November of 1987.

During 1987-88, the Manitoba Community Assets Program generated 32 positions.

Intergovernmental Relations

The main objectives and activities of the Intergovernmental Relations unit, which arise from obligations under the Canada-Manitoba Training Agreement and the Canadian Jobs Strategy, consist of:

- Negotiating and administering the Canada-Manitoba Training Agreement and ensuring that its intent and terms are carried out;
- Working with federal and provincial departments and agencies to assess labour market needs and training requirements in the province, and to develop annual training plans and schedules to meet jointly identified priority needs of the province; and
- Assisting the Employment Services Division to improve the coordination and efficiency of federal-provincial labour market training and related programs.

During 1987-88, the unit was actively involved in the following areas of activity:

Canada-Manitoba Training Agreement Administration

- Ensuring that the mandate of the Federal-Provincial Joint Committee was carried out and providing co-secretariat services with Employment and Immigration Canada;
- Ensuring continued liaison with all provincial departments and agencies having interests in issues taken up by and decisions of the Joint Committee concerning labour market policies, and program priorities and initiatives;
- Participating in the sub-committees of the Joint Committee established for developing labour supply and demand forecasts to support submissions for training by the Joint Committee to Ottawa;
- Assessing federal labour market program and policy changes and their implications for the province, assisting in arrangements for, and participating in, interprovincial meetings on labour market matters; and
- Participating in preliminary negotiations to develop a methodology for the joint Federal-Provincial assessment of the Canada-Manitoba Training Agreement.

Coordination of Training and Related Programs

- Activating and working with Joint Committee sub-committees to coordinate the annual training plans following the announcement of the training allocations by the federal government;
- Coordinating the development of the annual direct purchase training schedule, following acceptance of the training plan by the Joint Committee, and facilitating its implementation by verifying all course purchase notices, including ongoing adjustments;
- Maintaining accurate records of training courses and training days purchased, updating the training schedule on a joint federal-provincial basis, reporting to the Joint Committee on divergences, ensuring that responsibility centres confirmed and accepted training purchase substitutions, preparing monthly training reports and the completed schedule of training at the end of each fiscal year for official records;
- Coordinating provincial assessment systems for the review of proposals under the Canadian Jobs Strategy;
- Contributing to program efficiency through joint planning and reporting of adult training delivery; and
- Carrying out assignments related to the above activities and other responsibilities of the Division as requested by senior departmental management.

Policy Research, Analysis, Development and Coordination

- Preparing policy recommendations, briefing materials and background documents for the use of senior departmental officials;
- Maintaining liaison with representatives of other provincial, territorial and federal agencies in respect of programs, policy options and directions; and
- Engaging in planning and preliminary activities prior to Manitoba assuming the role of Lead Province for all Provinces and Territories with regard to labour market matters during the 1988-89 fiscal year.

New Careers Program

The New Careers Program is an alternative adult post-secondary education and training program that offers meaningful career opportunities for disadvantaged individuals living throughout the province who continue to experience major structural barriers to higher education and employment. As an example, Manitobans who are living in remote northern communities are far more likely to be confronted with socio-economic and geographical conditions that limit their access to education programs located in urban centres.

By utilizing a community-based training model, New Careers is able to minimize the amount of time trainees are required to be away from their families for training.

Through a combination of on-the-job training and classroom instruction, trainees acquire the necessary skills to equip them for jobs in the provincial Civil Service, publicly funded agencies and the private sector.

Potential participating employers are generally selected based upon their suitability as training placements and their ability to hire the graduates. Training activities are organized, designed and delivered in consultation with the participating employers to ensure that all graduates are competently trained to meet the job entry qualifications required to secure and maintain long term employment. Most training programs are two years in duration.

A total of 317 trainees from 73 communities and urban centres, involving the participation of approximately 95 employers, benefited from the program in 1987-88. Seventy-five to eighty percent of all trainees selected successfully completed their training. Approximately 95% of all recent graduates were offered full time employment.

As reflected in the last Annual Report, the Government's ongoing commitment to affirmative action, the trend towards increasing the level of culturally sensitive human services and the significant progress being made by native people towards local self-government are all continuing factors contributing to a heavy demand on New Careers to graduate well-trained women and native people. Approximately 80% of the program's trainees are of native ancestry and 60% are women.

Graduates from New Careers receive equivalent post-secondary college certificates.

New Careers Training Activities Completed

April 1, 1987 — March 31, 1988

Project	Number of Trainees
1. Child and Family Service Workers	14
2. Community Health Workers	10
3. Library Specialists	18
4. Natural Resource Officer	1
5. Residence Counsellors	7
6. Social Service Administrators	19
7. Crisis Workers	20
8. Gerontology Workers	7
9. Marine Mechanics	3
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Training Activity Underway at the End of the Reporting Year

Project-Sponsor	Number of Trainees
1. Chemical Dependency Workers	
Peguis Alcare Centre	8
Sagkeeng Alcare Centre	5
Swampy Cree Tribal Council	9
2. Residential Child Care Workers	
Kanawasowe Wikimik Inc. (Pukatawagan)	6
3. Child and Family Service Workers	
Tribal Councils	42
Awasis Agency	15
4. Family Violence Workers — Crisis Centres in Winnipeg area	18
5. Natural Resource Officer — Manitoba Natural Resources	1
6. Retail Store Managers — Hudson Bay Co./IGA/Independent Retailers	13
7. School Counsellors — Island Lake Tribal Council	6
8. Marine Mechanics — Private Marine Businesses in Winnipeg area	6
9. Deaf Human Service Workers — Human Services Agencies in Winnipeg	12
10. Band Management — Swampy Cree Tribal Council	12
11. Program Administrators — Nelson House Indian Band	10
12. Community Education Facilitators — Rural and Northern Manitoba communities	9
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Stevenson Aviation Technical Training Centre

The Stevenson Aviation Technical Training Centre (SATTC) is a technical training school specifically designed to offer specialized training programs to individuals employed or seeking employment especially in the transportation, manufacturing, remanufacturing and maintenance industries.

SATTC's major activities include:

- Delivering the in-school component of the Aircraft Mechanics' Apprenticeship Program;
- Identifying and providing maintenance, mechanical and technical training for industry; and
- Operating in cooperation with employers and other government agencies to deliver training at the Centre. Under joint programming trained individuals are employed within various industries.

Stevenson Aviation Technical Training Centre

Major Training Activities Completed April 1, 1987 — March 31, 1988	Number of Trainees
Aircraft Mechanic Apprenticeships	
Level 1	8
Level 2	9
Level 3	3
Aircraft Endorsements/Preparatory Courses	4
Aero Engine Mechanics/Inspectors	34
*Marine Engine Mechanics — Year I	11
Engine Remanufacturing and Machine Operators	10
Truck Driver Training	62

Training Activity Underway at the End of the Reporting Period	Number of Trainees
Aircraft Mechanic Apprenticeships	
Level 1	12
Level 2	10
Level 3	9
Aircraft Endorsements/Preparatory Courses	4
*Marine Engine Mechanics — Year II	8
Engine Remanufacturing and Machine Operators	10
Truck Driver Training	8

**Marine Engine Mechanics training is jointly funded by New Careers and SATTC.*

Manitoba Training Advisory Council

The Manitoba Training Advisory Council Inc. provides a forum for the discussion and planning of market-driven training needs which can be addressed by Manitoba's public institutions using the programs of the Canadian Jobs Strategy. The Council was incorporated by Manitoba on August 7, 1987 as an arms-length share capital corporation of which the labour market Minister is sole shareholder. A majority of the eleven directors who have been appointed are from the private sector in order to ensure that private sector needs and concerns are addressed.

The Council works to identify labour market training needs including those resulting from market and technological change. It provides advice on the nature and level of market-driven training to the Minister and the Joint Committee made of up senior officials responsible for the Canada-Manitoba Agreement on Training. The operating costs of the Council are shared equally by Canada and Manitoba.

In addition to facilitating the purchase of training by employers from Manitoba's community colleges, the Council can act as a contracting agency with Canada on behalf of employers within a particular sector.

Economic Security Division

Winston Hodgins — Assistant Deputy Minister

The Economic Security Division is responsible for four major income transfer programs: Social Allowances, Municipal Assistance, Child Related Income Support Program and 55 PLUS — A Manitoba Income Supplement. These programs are designed to assist Manitobans in need by providing basic assistance or income supplements.

Social Allowances Program

The Social Allowances Program, operating under the authority of **The Social Allowances Act**, is the largest of the Economic Security Programs in terms of both caseload and expenditures. Together with the Municipal Assistance Program, the Social Allowances Program functions to ensure that no Manitoban lacks those goods and services essential to health and well-being. Field staff located in 14 district offices throughout the province assess eligibility, provide assistance and monitor cases. A central office provides policy and operational direction and ensures consistent policy application and program control through internal auditing procedures.

Assistance is provided to persons in need who are eligible for benefits under **The Social Allowances Act**, including sole-support parents, persons with physical or mental disabilities, aged persons, persons requiring the protection of a crisis intervention facility, students, children whose parents are dead or unable to support them, persons with dependents in need of special care, and unemployed employable persons in areas of the province where municipal assistance is not available (general assistance). Eligibility may also be granted under special case consideration at the discretion of the Minister. Persons in need who do not qualify for social allowances may apply to their local municipality for assistance.

Eligibility for social allowances is further determined by a "needs" test in which the total amount of a person's financial resources is compared to the total costs of his or her basic necessities as defined in **The Social Allowances Act** and Regulations. Certain items and income are not included in the calculation of financial resources. Exempted assets include liquid assets up to $400 per person to a maximum of $2000 per family, equity in the home in which the person lives, essential personal property, and a life insurance policy with a cash surrender value of up to $2000. Elderly persons are permitted to retain a funeral plan valued at up to $1000 if the plan is purchased at least one year prior to their application for social allowances. Essential farm or business equipment, a basic stock herd and seed for next year's crop are also considered allowable assets.

All earned or unearned income is expected to be totally available for a recipient's maintenance, subject to the exemptions provided in the Social Allowances Regulations. Exempted unearned income sources include family allowances, tax credits, small gifts, small donations to persons who require special care, and foster home payments for children. With respect to earned income, recipients who are eligible for the work incentive provisions are allowed exemptions which represent the greater of $50 per month, 70¢ per hour worked, or 30 per cent of gross monthly earnings. Those who are not eligible for the work incentive provisions (i.e., newly enrolled, self-employed, students and special dependent care cases) are allowed earnings exemptions of up to $50 per month. Allowances are also made for necessary work expenses and most compulsory payroll deductions. The remainder of the earned income is applied to the recipient's budget, thereby reducing the amount of social allowances granted.

Benefits are paid monthly and represent the amount by which the cost of a family's basic needs (food, clothing, personal needs, household supplies, shelter, fuel and utilities) exceeds its financial resources. Additional assistance is available for special needs. Under a component of the Program referred to as Social Allowances Health Services, recipients are also provided with necessary drug, dental and optical supplies and services.

The rates for basic needs are reviewed periodically. In recent years the rates for food, clothing, personal needs, household supplies and room and board have increased annually on the first of January in consideration of inflationary increases for each item. The latest increase was introduced January 1, 1988. For recipients renting accommodation, shelter costs are approved within administrative guidelines which have also been reviewed and increased annually. For recipients who reside in their own home the principal and interest of a mortgage, taxes and insurance are included in the cost of basic needs. It may be noted that fuel, utilities and approved special needs are paid at the actual cost.

The social allowances caseload size in 1987-88 was substantially similar to that of 1986-87; this is in contrast to year over year increases in the earlier 1980's. During 1987-88 approximately 12 percent of the social allowances caseload made use of the work incentive provisions of the Program; this is an increase of 3 percent from 1986-87.

In 1987-88 the Social Allowances Program's automated information, management and payment system became fully operational. This system yields the following benefits: improved service delivery to clients; improved ability to respond to client and management

requests; improved management information for policy review and planning; and improved overall management and control of the Program.

The Social Allowances Program continued to collaborate with the Employment Services Division on the implementation of projects funded under the two-year 12 million dollar Canada-Manitoba agreement intended to help social assistance recipients prepare for and obtain employment. It is expected that some 1,800 social allowances and municipal assistance recipients will benefit from this agreement each year.

A further development was the extension of social allowances eligibility to persons in financial need accessing approved crisis intervention facilities for victims of family violence. Previously, most people accessing such facilities applied to their local municipality for assistance.

Economic Security Division: Financial Assistance Expenditures by Program

1985-86 to 1987-88
($000)

PROGRAM	1985-86	1986-87	1987-88
Social Allowances	$118,265.7	$126,789.7	$140,659.6
Social Allowances Health Services	8,408.1	8,970.8	10,574.0
Municipal Assistance*	41,073.1	40,303.1	45,886.6
55 PLUS — A Manitoba Income Supplement	2,947.5	6,946.5	8,707.6
Child Related Income Support Program	5,720.4	7,221.4	6,187.6
TOTAL	$176,414.8	$190,231.5	$212,015.3

**Gross Municipal Assistance Expenditures (Municipal and Provincial shares)*

Social Allowances: Provincial Financial Assistance

Average Monthly Caseload by District Office and Category of Assistance
1987-88

District Office	Children	Sole Support Parent	Aged	Disabled	Crisis* Facility Cases	Students	General Assistance	Special Cases	Special Dependent Care	Total
Beausejour	5	238	40	466	—	18	112	—	—	879
Brandon	23	778	122	1,218	2	66	51	1	—	2,261
Dauphin	4	209	92	333	1	31	141	—	1	812
Flin Flon	6	143	21	82	—	14	130	—	—	396
Morden	6	138	90	397	1	7	3	—	—	642
Portage	11	217	70	860	4	13	110	—	—	1,285
Selkirk	11	311	81	611	2	19	98	1	—	1,134
Swan River	3	173	15	217	1	18	229	—	—	656
The Pas	2	208	12	129	3	27	308	—	—	689
Thompson	17	505	9	146	15	28	405	1	—	1,126
Winnipeg Central	70	1,861	127	1,800	—	—	—	—	—	3,858
Winnipeg North	47	1,322	86	1,029	—	—	—	1	—	2,485
Winnipeg South/ West	79	2,514	235	3,143	32	—	—	1	1	6,005
Student Social Allowances	—	427	—	66	—	564	—	—	—	1,057
TOTAL	284	9,044	1,000	10,497	61	805	1,587	5	2	23,285

**Category effective September 1, 1987.*

Social Allowances: Provincial Financial Assistance

Average Monthly Caseload by Category
1985-86 to 1987-88

CATEGORY	1985-86	1986-87	1987-88
Children	482	472	284
Sole Support Parent	8,429	8,878	9,044
Aged	1,221	1,108	1,000
Disabled	10,278	10,351	10,497
Crisis Facility Cases*	—	—	61
Students	776	818	805
General Assistance	1,464	1,588	1,587
Special Cases	5	8	5
Special Dependent Care	10	10	2
TOTAL	22,665	23,233	23,285

**Category effective September 1, 1987.*

Social Allowances: Provincial Financial Assistance

Expenditures by Category: 1985-86 to 1987-88

CATEGORY	1985-86	1986-87	1987-88
Children	$ 947.3	$ 927.1	$ 847.9
Sole Support Parent	61,135.5	65,579.6	73,679.1
Aged	1,293.1	1,288.5	1,409.7
Disabled	45,889.3	48,590.5	52,777.7
Crisis Facility Cases*	—	—	322.0
Students	2,409.0	2,577.6	2,947.1
General Assistance	5,435.3	6,210.9	7,344.7
Special Cases	343.5	593.8	601.0
Special Dependent Care	10.1	8.7	8.7
Other**	802.6	1,013.0	721.6
TOTAL	$118,265.7	$126,789.7	$140,659.5

**Category effective September 1, 1987.*

***Other Expenditures Such as Home Care, Blind Persons Allowance and Disabled Persons Allowance.*

Social Allowances: Provincial Financial Assistance

Caseload By Month: 1985-86 to 1987-88

MONTH	1985-86	1986-87	1987-88
April	22,741	23,148	23,517
May	22,601	23,223	23,153
June	22,073	22,526	22,499
July	22,147	22,604	22,566
August	22,451	22,880	22,823
September	22,648	23,281	23,368
October	22,881	23,482	23,460
November	22,845	23,457	23,421
December	22,738	23,457	23,446
January	22,932	23,565	23,512
February	22,913	23,572	23,722
March	23,007	23,597	23,931
AVERAGE	22,665	23,233	23,285

Social Allowances:
Provincial Financial Assistance

Average Monthly Number of Recipients by District Office: 1987-88*

District Office	1987-88
Beausejour	1,640
Brandon	4,028
Dauphin	1,549
Flin Flon	912
Morden	1,157
Portage la Prairie	1,969
Selkirk	1,922
Swan River	1,448
The Pas	1,650
Thompson	2,711
Winnipeg Central	7,628
Winnipeg North	5,336
Winnipeg South/West	10,860
Student Social Allowances	1,892
TOTAL	44,702

**New table effective 1987-88.*

Social Allowances:
Provincial Financial Assistance

Expenditures By Month: 1985-86 to 1987-88

MONTH	1985-86	1986-87	1987-88
April	$ 7,011.5	$ 7,044.6	$ 8,814.2
May	11,056.0	10,467.7	11,350.2
June	9,347.4	10,351.7	12,069.8
July	8,969.7	10,217.4	11,303.7
August	8,053.1	10,063.5	12,133.2
September	10,871.5	10,323.2	10,836.4
October	9,869.5	10,368.7	12,301.1
November	8,493.0	10,221.1	11,163.2
December	10,119.7	10,745.8	11,670.5
January	11,291.9	11,095.2	11,886.3
February	9,847.3	10,678.5	12,510.9
March	13,335.1	15,212.3	14,620.0
TOTAL	$118,265.7	$126,789.7	$140,659.5

Social Allowances: Work Incentive

Average Monthly Caseload by District Office and Category of Assistance 1987-88

District Office	Sole Support Parent	Aged	Disabled	General Assistance	Total
Beausejour	43	—	140	11	194
Brandon	204	—	263	4	471
Dauphin	33	—	59	13	105
Flin Flon	30	—	3	12	45
Morden	42	2	138	—	182
Portage	51	—	124	10	185
Selkirk	60	—	100	3	163
Swan River	9	—	39	20	68
The Pas	25	—	2	12	39
Thompson	54	—	5	31	90
Winnipeg Central	216	1	147	—	364
Winnipeg North	126	1	88	—	215
Winnipeg South/West	329	—	262	—	591
Student Social Allowances	22	—	4	—	26
TOTAL	1,244	4	1,374	116	2,738

Social Allowances Health Services:

Expenditures and Caseload — 1985-86 to 1987-88

	1985-86	1986-87	1987-88
Expenditures ($000)			
Dental	$ 2,267.6	$ 2,473.4	$ 2,689.5
Drugs	5,527.4	5,923.8	7,236.2
Optical	613.1	573.6	648.3
TOTAL	8,408.1	8,970.8	10,574.0
Average Monthly Number of Cases	21,213	22,023	22,917
Average Monthly Number of Recipients	37,761	38,985	41,770

55 PLUS — A Manitoba Income Supplement

55 PLUS — A Manitoba Income Supplement provides quarterly income supplements to low-income Manitobans who are 55 years of age and over. The program has two components. The first, or Senior component, is for persons eligible to receive certain levels of benefits from the federal Old Age Security programs (Guaranteed Income Supplement, Spouses Allowance and Widowed Spouses Allowance). Persons in this component are primarily 65 years of age and over. The second, or Junior component, is for persons 55 years and over who are not eligible to receive Old Age Security benefits but whose income falls within certain specified ranges.

An application for benefits from the Senior component is not necessary as eligibility is determined from the person's annual application to the federal Guaranteed Income Supplement Program. The 55 PLUS benefit is paid to those with little or no personal income other than income from Old Age Security and Guaranteed Income Supplement benefits.

An annual application is necessary for benefits from the Junior component. In 1987-88, maximum benefits were paid to single persons with net incomes of $7,809.36 or less and to married persons with net family incomes of $12,660.96 or less. It may be noted that the income eligibility levels have been indexed annually in consideration of inflation.

The maximum quarterly benefits available for both components for the April 1987, July 1987, October 1987 and January 1988 benefit periods were $98.20 for single persons and $105.50 for each eligible married person.

55 PLUS — A Manitoba Income Supplement

Number of Recipients by Marital Status and Quarter
1986-87 and 1987-88

Program Component	1986-87			1987-88		
	Single	Married	Total	Single	Married	Total
A. Senior Component						
April	11,713	4,683	16,396	13,480	6,464	19,944
July	14,409	6,856	21,265	13,728	6,433	20,161
October	14,278	6,761	21,039	13,718	6,308	20,026
January	14,233	6,716	20,949	13,766	6,273	20,039
Average	13,658	6,254	19,912	13,673	6,370	20,043
B. Junior Component						
April	517	542	1,059	2,085	3,051	5,136
July	1,630	2,183	3,813	2,367	3,482	5,849
October	2,045	3,167	5,212	2,501	3,633	6,134
January	3,400	2,374	5,774	2,610	3,744	6,354
Average	1,898	2,067	3,965	2,391	3,478	5,868
Total Program Average	15,556	8,321	23,877	16,064	9,848	25,911

NOTE: Single recipients include those who have never been married as well as those who are no longer married (i.e., widowed, divorced, separated).

For married recipients, in some cases both members of a couple receive 55 PLUS benefits and in other cases only one spouse is a recipient.

55 PLUS — A Manitoba Income Supplement

Expenditures by Quarter ($000) — 1986-87 and 1987-88

Program Component	1986-87	1987-88
A. Senior Component		
April	$ 638.6	$1,567.2
July	1,597.4	1,585.1
October	1,584.3	1,587.3
January	1,585.0	1,588.6
TOTAL	$5,405.3	$6,328.2
B. Junior Component		
April	$ 62.2	$ 511.5
July	317.9	613.6
October	592.4	621.9
January	568.7	632.4
TOTAL	$1,541.2	$2,379.4
TOTAL EXPENDITURES	$6,946.5	$8,707.6

Child Related Income Support Program (CRISP)

The Child Related Income Support Program provides monthly supplements to low-income families to assist them in meeting the costs of raising their children.

CRISP benefits are available to Manitoba families who:

- Support one or more children under 18 years of age who are listed as their dependents on a valid Manitoba Health Services card;
- Receive family allowances for these children;
- Have a total family income within specified levels; and
- Have net family assets of $200,000 or less.

Wards of the Province and Treaty Indians living on reservations or in receipt of federal social assistance are not eligible for CRISP benefits.

Benefits are determined by total family income for the previous tax year, less deductions equal to family allowances and child tax credit benefits for each eligible child, six per cent of the total family income, and any maintenance or alimony payments made. Estimated income for the current year may be used when there has been a change in the applicant's situation due to a relatively permanent or long-term disability, a change in marital status, or the recent immigration of the family to Canada.

The eligible net annual income levels for CRISP were indexed for the 1987-88 benefit year which began July 1, 1987. The income levels were increased 4.5 percent in consideration of the increase in the Consumer Price Index over the previous year. Families with net annual incomes of $10,894 or less are eligible for the maximum benefit of $30 per month for each eligible child. Annual benefits are reduced 25¢ for each dollar of net family income over $10,894. Benefits are available only by application, and a re-application is required for each benefit year.

Net family assets include all personal, farm and business assets of the family, excluding the principal residence, household furnishings and the family vehicle used most often. The value of an asset is determined to be its current market value less any amount owed on the asset.

During 1987-88, CRISP benefits were provided to an average of 8,058 families per month, representing 18,535 children. Half of the families were headed by single parents and over 80 per cent were in receipt of full benefits.

Child Related Income Support Program:
Number of Cases and Number of Children 1986-87 and 1987-88

Month	1986-87		1987-88	
	Number of Cases	Number of Children	Number of Cases	Number of Children
April	8,421	18,908	9,216	21,097
May	8,560	19,178	9,318	21,232
June	8,650	19,357	9,380	21,370
July	5,781	13,164	5,802	13,383
August	6,790	15,485	6,846	15,966
September	7,407	16,840	7,242	16,823
October	7,953	18,206	7,667	17,808
November	8,266	18,967	7,993	18,481
December	8,553	19,567	8,095	18,677
January	8,820	20,201	8,230	18,924
February	8,964	20,530	8,398	19,234
March	9,083	20,798	8,503	19,421
AVERAGE	8,104	18,433	8,058	18,535

Child Related Income Support Program:
Number of Cases by Family Type and Month 1986-87 and 1987-88

Month	1986-87		1987-88	
	Single Parent	Two Parent	Single Parent	Two Parent
April	4,310	4,111	4,495	4,721
May	4,382	4,178	4,551	4,767
June	4,439	4,211	4,591	4,789
July	3,088	2,693	3,058	2,744
August	3,527	3,263	3,477	3,369
September	3,801	3,606	3,691	3,551
October	3,975	3,978	3,872	3,795
November	4,085	4,181	4,045	3,948
December	4,214	4,339	4,091	4,004
January	4,313	4,507	4,162	4,076
February	4,380	4,584	4,250	4,148
March	4,429	4,654	4,303	4,200
AVERAGE	4,079	4,025	4,049	4,009

Child Related Income Support Program:

Monthly Expenditures and Average Monthly Payment 1986-87 and 1987-88

Month	1986-87		1987-88	
	Expenditures ($000)	Average* Monthly Payment	Expenditures ($000)	Average* Monthly Payment
April	$ 514.5	$60.16	$ 583.3	$61.23
May	521.0	60.06	601.6	60.97
June	524.7	59.99	599.1	61.00
July	590.6	61.37	373.4	61.80
August	593.2	61.17	470.6	62.45
September	587.6	60.97	475.4	62.27
October	762.2	61.26	515.1	62.16
November	685.5	61.33	511.6	61.84
December	581.1	61.13	503.3	61.67
January	680.4	61.22	511.9	61.37
February	573.5	61.24	521.2	61.22
March	607.1	61.22	521.1	61.11
Total Expenditures	$7,221.4		$6,187.6	

**Average monthly payment does not include benefits paid retroactively.*

Municipal Assistance

The Municipal Assistance Program encompasses the individual financial assistance programs administered by the 202 municipalities in Manitoba. Under **The Social Allowances Act** and **The Municipal Act,** municipalities are responsible for providing assistance to persons in need who reside in or who are found within their municipal boundaries and who are not eligible for provincial assistance. That is, municipalities provide assistance to unemployed employable persons, persons with short-term disabilities, sole-support parents who have been deserted or separated from their spouses for 90 days or less, and transients.

Each municipality establishes by-laws governing the rules and regulations of its assistance program, such as eligibility criteria, rates of assistance and forms of assistance. As a result, there is some variability in the individual municipal assistance programs.

The administration and provision of municipal assistance is the responsibility of the municipalities. The primary role of Manitoba Employment Services and Economic Security is to administer the cost-sharing agreements between the three levels of government. The Province cost-shares financial assistance payments and certain administrative costs with the municipalities according to the provisions in **The Social Allowances Act**. Municipalities are reimbursed 100 per cent for financial assistance paid on behalf of non-area residents, while reimbursement for assistance paid on behalf of area residents represents the greater of (a) 40 per cent of gross assistance payments, or (b) 80 per cent of gross assistance costs in excess of one mill of the equalized assessment of that municipality. The Province also reimburses the municipalities 50 per cent of the amount that the salaries of staff engaged in full-time welfare work exceed the costs incurred in 1964. The federal government cost-shares with the Province 50 per cent of the total administrative and financial assistance expenditures.

The municipal assistance programs provided assistance to an average monthly caseload of 10,136 in 1987-88. The City of Winnipeg caseload accounted for almost 86% of the total municipal assistance cases.

Municipal Assistance:

Number of Cases for Manitoba and Winnipeg Unicity 1985-86 to 1987-88

	Total Province			Winnipeg Unicity		
Month	**1985-86**	**1986-87**	**1987-88**	**1985-86**	**1986-87**	**1987-88**
April	10,181	10,158	9,569	8,155	8,523	8,132
May	10,306	9,944	9,099	8,234	8,486	7,767
June	10,028	9,699	9,517	7,802	8,306	8,125
July	10,038	9,388	9,585	7,960	7,985	8,220
August*	9,761	8,978	10,493	7,833	7,513	8,965
September	9,615	8,988	10,265	7,500	7,708	8,770
October	9,242	8,747	10,104	7,463	7,457	8,804
November	9,375	8,478	10,249	7,434	7,211	8,812
December	10,296	9,557	10,785	8,150	7,980	9,146
January	10,406	9,497	10,551	8,501	8,182	9,193
February	10,037	9,591	10,262	8,334	8,113	8,823
March	10,000	9,614	10,410	8,283	8,065	8,899
Monthly Average	9,940	9,387	10,074	7,971	7,961	8,638

* *The City of Winnipeg changed from a manual to an automated management system in August 1987. As a result, data from that month through to March 1988 are not directly comparable to data from previous years. These data are also preliminary.*

Municipal Assistance

Number of Recipients for Manitoba and Winnipeg Unicity 1985-86 to 1987-88

	Total Province			Winnipeg Unicity		
Month	**1985-86**	**1986-87**	**1987-88**	**1985-86**	**1986-87**	**1987-88**
April	17,046	16,779	15,977	13,006	13,490	12,971
May	16,905	16,188	15,316	13,080	13,243	12,653
June	16,350	15,667	14,751	12,382	12,987	12,140
July	16,325	15,222	15,797	12,630	12,614	13,128
August*	15,885	14,973	16,392	12,300	12,151	13,594
September	15,120	14,819	16,305	11,886	12,144	13,594
October	14,538	14,268	16,194	11,838	11,841	13,647
November	15,237	14,025	16,506	12,006	11,527	13,659
December	16,508	15,926	17,483	12,831	12,783	14,129
January	17,181	15,921	16,869	13,513	13,213	14,249
February	16,751	16,055	16,540	13,132	12,869	13,676
March	16,591	16,037	16,751	13,169	12,932	13,792
Monthly Average	16,203	15,490	16,240	12,648	12,650	13,436

* *The City of Winnipeg changed from a manual to an automated management system in August 1987. As a result, data from that month through to March 1988 are not directly comparable to data from previous years. These data are also preliminary.*

Municipal Assistance

Expenditures for Manitoba And Winnipeg Unicity* 1985-86 to 1987-88

Month	Total Province			Winnipeg Unicity		
	1985-86	1986-87	1987-88	1985-86	1986-87	1987-88
April	$ 3,611.6	$ 3,717.6	$ 3,773.4	$ 2,989.8	$ 3,267.8	$ 3,332.2
May	3,643.8	3,581.8	3,329.1	3,044.5	3,167.1	2,954.5
June	3,150.2	3,355.5	3,787.4	2,558.1	3,007.0	3,228.8
July	3,347.6	3,257.7	3,539.3	2,837.7	2,919.3	3,179.3
August	3,290.3	3,050.5	3,355.9	2,761.6	2,696.0	2,992.9
September	3,205.3	3,054.3	3,596.6	2,653.6	2,716.1	3,232.0
October	3,234.8	3,250.8	4,201.8	2,723.3	2,916.1	3,851.8
November	3,095.0	2,893.9	3,451.3	2,548.2	2,541.1	3,074.4
December	3,803.6	3,834.2	4,565.7	3,121.8	3,377.5	4,062.5
January	3,780.4	3,443.0	3,922.1	3,176.4	3,211.2	3,518.5
February	3,411.8	3,277.1	3,972.0	2,915.7	3,065.6	3,512.7
March	3,638.2	3,586.7	4,392.0	3,177.7	3,358.5	4,054.2
TOTAL	$41,212.6	$40,303.1	$45,886.6	$34,508.4	$36,243.3	$40,993.8

**Gross Municipal Assistance Expenditures (Municipal and Provincial shares).*

The Social Services Advisory Committee

The Social Services Advisory Committee is established by **The Social Services Administration Act** and appointed by the Lieutenant Governor in Council. The jurisdiction of the Committee as an appeal board for the Social Allowances Program, including Student Social Allowances, and Municipal Assistance Program is set out in Section 9 of **The Social Allowances Act** and in Sections 441 to 443 of **The Municipal Act**. It is in the capacity of an appeal board for these programs that the Committee hears appeals throughout Manitoba with regard to denial, cancellation, suspension, variance or amount of assistance related to basic needs of individuals or family units. Final orders or decisions of the Committee may be subject to appeal to the Court of Appeal when permission to do so has been obtained from a judge of the Court of Appeal. That permission may be granted only when the jurisdiction of the Committee or a point of law are in question.

The Committee also hears appeals related to Child Day Care subsidies to parents and guardians and to 55 PLUS — A Manitoba Income Supplement. Appeals regarding the denial, suspension, or cancellation of a license or letter of approval relating to residential care facilities and child care facilities are heard by the Committee as well. These decisions of the Committee may be open to appeal to the Court of Queen's Bench.

In its advisory capacity, the Committee considers matters referred to it by the Minister and responds by way of a report. The Committee also draws to the attention of the Minister issues which arise during hearings which may have implications for the Department. During the hearings, the Committee may also draw an appellant's attention to other available services. In this regard, the Committee members undertake to keep themselves informed about relevant programs and policies.

A summary of the appeals received, and their disposition, is provided in the following table:

Social Services Advisory Committee:

Appeals Received by Basis of Appeal and Disposition 1986-87 and 1987-88

Basis of Appeal	Appeals Received		Disposition									
			Allowed		Dismissed		Withdrawn		Did Not Appear		Other	
	1986-87	1987-88	1986-87	1987-88	1986-87	1987-88	1986-87	1987-88	1986-87	1987-88	1986-87	1987-88
Not Allowed to Apply	5	6	2	2	2	—	1	3	—	1	—	—
Decision Delayed	2	3	—	1	—	2	2	—	—	—	—	—
Application Denied	113	132	22	21	145	66	38	27	8	18	—	—
Assistance Cancelled	126	165	26	23	56	80	33	43	11	19	—	—
Assistance Insufficient	149	145	29	36	70	54	46	44	4	10	—	1
Other	3	4	1	1	1	1	1	2	—	—	—	—
TOTAL	398*	455**	80	84	174	203	121	119	23	48	—	1

* *Includes 24 appeals against the Child Day Care Program and 1 appeal against the Office of Residential Care. In addition there were 6 appeals outside the jurisdiction of the Committee.*

** *Includes 19 appeals against the Child Day Care Program and 5 appeals against the Office of Residential Care. In addition there were 8 appeals outside the jurisdiction of the Committee.*

Administrative Services Division

W. Henderson — Executive Director

The Administrative Services Division is responsible for providing central management and administrative support services to the Department including planning and administrative policy development, financial and accounting services, personnel management services, systems and computer support services.

Financial and Administrative Services

The Financial and Administrative Services branch comprises the Accounting, Revenue, Budgetary and Administrative functions, as well as the administration of the Social Allowances Health Services Program, Municipal Assistance Program and the Social Allowances Lien Registry.

Accounting and Revenue processes all departmental expenditures and revenues. This includes processing of all departmental payments of accounts including those payments made under the Social Allowances Program. This area is responsible for summarizing related statistical information, maintaining and recording output expenditure data from computerized voucher accounting records and special chequing accounts, and the distribution of expenditure and revenue reports.

The Budgetary function includes the coordination of comprehensive fiscal budget support services to the departmental divisions. This consists of the preparation and presentation of the Department's annual budget estimates, ongoing budget analysis and monitoring of expenditure and revenues, and provision of related reports to departmental management. The Budgetary function also includes the administration of Canada Assistance Plan cost-sharing agreements with the federal government; this requires compilation of financial statistics for inclusion in the Government claim to Canada and ongoing consultation and liaison with Federal Canada Assistance Plan staff.

Administrative functions comprise the management of the departmental vehicle fleet, coordination and acquisition of telephone and other communication requirements, monitoring departmental purchasing activities and assisting with the management of the departmental program and administrative space requirements.

Administration of the Social Allowances Lien Registry includes the registration of renewals, discharges and collection of related revenue and filing of changes to Acts and Regulations, including publication in the Manitoba Gazette.

The Social Allowances Health Services Program provides drug, dental and optical goods and services to Social Allowances Program recipients. Administration of the program includes issuance of quarterly benefit certificates, maintaining patient services profiles, processing related accounts for payment and authorizing special services. Other areas of responsibility include: providing statistical and financial data, negotiating various agreements with professional organizations supplying health services and goods, and providing pharmaceutical liaison services including auditing and inspecting retail pharmacies serving Social Allowance Health Services clients.

The branch also administers the Municipal Assistance Program through the recording and processing of all Municipal Assistance claims and expenditures.

In the past year, the financial accounting function has undergone major changes through the implementation of new automated systems for both the disbursements and revenue accounting functions. The new systems are fully integrated with the Social Allowances Management Information Network (SAMIN) and thus allow for more efficient and accurate recording of all Social Allowances financial transactions. The disbursement system also provides an automated interface to the Department of Finance, Disbursements Accounting function, resulting in a more efficient and timely payment of accounts process. As well, the branch has implemented an improved automated system allowing for more accurate monitoring and analysis of expenditure and budgetary data, and the preparation of claims for shared cost recoveries and revenues.

Personnel Management Services

The Personnel Management Services branch is responsible for the ongoing development, implementation and maintenance of an effective human resources program, as well as personnel policy administration. Centralized services provided to the Department include recruitment and selection, classification, job evaluation, employee relations, employee benefits and payroll administration, and human resource development.

Over the past year, the branch has completed the development of a new classification series for the regional staff in the Employment Services Division. A Personnel Policies and Procedures Manual has been developed and produced, and will be distributed in the coming year. The branch has continued the implementation of the Performance Management System and has begun to develop evaluation and feedback mechanisms to management. Regarding Affirmative Action, the branch has continued to support that policy, with particular emphasis in the area of special measures, or remedial action in line with the amended Human Rights Code.

Information Systems

The Information Systems branch is responsible for providing technical expertise in developing and maintaining systems which serve departmental programs. These systems may be operational or administrative in nature. The branch's support includes forms design, operations manuals preparation, computer systems design and implementation, and hardware and software equipment acquisition.

Existing automated systems support the production of Social Allowances cheques, the Social Allowances Health Services program, the Child Related Income Support Program and 55 PLUS — A Manitoba Income Supplement program.

During the past year, the branch has implemented a new system to support the 55 PLUS — A Manitoba Income Supplement Program, and in concert with staff from the Economic Security Division has completed the implementation of the Social Allowances Management Information Network (SAMIN).

The implementation of SAMIN completes Phase two of the project. The automated system calculates client budgets, and issues form letters, health benefit cards and Indian Affairs billing information. The system also generates statistical and management reports.

The Information Systems branch also installed the Department's first Local Area Network (LAN) during the past year.

The branch will continue to support all mainframe production systems and will particularly concentrate its efforts on improving the efficiency of SAMIN by reducing both response time and processing costs.

Research and Planning

M. Billinkoff — Executive Director

Research and Planning is responsible for providing the Minister, Deputy Minister and senior officials with information, assistance and recommendations contributing to effective planning and management within the Department.

Responsibilities of the branch include:

- Designing, implementing and coordinating departmental planning systems, and coordinating the preparation of non-financial aspects of departmental estimates;
- Analyzing policy issues, preparing briefing papers, reviewing and developing policy proposals, and preparing and/or coordinating policy submissions to Cabinet and Cabinet committees;
- Assessing departmental programs, providing technical assistance and operational research support to other branches, and monitoring changes in federal policies and programs;
- Analyzing economic conditions and labour market trends, occupational outlook and skill training requirements;
- Undertaking research related to income security and training and employment issues;
- Maintaining liaison with other departments and other governments on labour market and income security matters.

Major activities and projects undertaken by the branch during 1987-88 were:

Departmental Planning

The branch took the lead role in implementing the departmental planning process in 1987-88. The process included a review of environmental factors over the next five years which could impact on the department's programs, identifying and examining critical issues, and considering options for future program strategies. The process culiminated in the establishment and confirmation of multi-year priorities to guide program development and support the preparation of 1988-89 budget proposals.

Policy Review and Development

The branch prepared background papers, research reports, analyses and recommendations on a wide range of topics and issues in support of policy formulation and federal-provincial relations related to income security and training and employment. Briefing material was prepared in support of various federal-provincial and inter-provincial meetings dealing with labour market and income security issues.

- **Training and Employment Policy Analysis**

  The branch provided assistance and technical support for the Canada-Manitoba Apprenticeship Training Study; undertook ongoing monitoring and review of federal expenditure commitments under the Canadian Jobs Strategy; and examined various labour market issues, such as expected skill shortages, in support of the development of training and employment policy.

- **Income Security and Social Policy Analysis**

  The branch continued its research efforts in the area of income security and social policy analysis. Priority issues included the analysis of a range of options relating to social assistance reform in Manitoba, as well as assessing proposed changes to the Canada Pension Plan. The branch, in addition to evaluating existing employment programs for social assistance recipients, is continuing to liaise with other provinces and the federal government about employability enhancement projects and related federal-provincial agreements.

Program Assessment

A major research project was started in 1987-88 on the impact and outcome of training measures for social assistance recipients. In 1988-89 the branch will continue to review outcomes for social assistance recipients who participated in training and employment programs during 1987/88. The branch also prepared an inventory of provincial and federal labour market programs operated in Manitoba in 1987-88.

Economic and Labour Market Analysis

The Research and Planning branch analyzed various economic indicators and forecasts and reviewed conditions and trends in the Manitoba and national labour markets. Specific activities included preparation of a monthly Labour Market Information Bulletin, regular Quarterly Reports on the Manitoba labour market, and an Annual Labour Market Review. The branch undertook analysis of labour market issues on topics such as occupational trends and the labour market participation of special needs groups such as natives, youth and women.

Liaison with Other Departments and Other Governments

The branch will be coordinating Manitoba's duties as Lead Province in 1988-89 for federal-provincial consultations on labour market issues. Procedures for undertaking this responsibility were initiated in 1987-88.

Communications

J. Little — Communications Coordinator

The Communications branch coordinates the production and issuing of public information related to the Department.

In 1987-88, the branch developed communications plans for all policy and programming carried out by the Department and monitored the impact of departmental activities on the public with a view to assessing the need for improved programming or communications.

Day-to-day activities of the branch included media contact, direct liaison with the public, coordination of public events, liaison with department branches on the production of communications materials, development of displays, and liaison with other provincial departments, other levels of government and non-governmental agencies whose activities are related to the operations of the Department.

Manitoba Bureau of Statistics

Wilf Falk — Director

The Manitoba Bureau of Statistics (MBS) operates under the terms of the Manitoba Statistics Act, as the central statistical agency for the Province. The legislation which created MBS in 1972 is similar to the federal statistics act, and empowers the Bureau to plan, promote, develop and distribute integrated social and economic statistics relating to the province. The Bureau's primary objective is to actively participate in the development of both the provincial and national statistical systems. In order to further this objective, MBS functions as the focal point for interface between the Province and Statistics Canada.

The MBS mandate has traditionally been implemented through four major areas of activity:

- Responding to requests for statistical information from provincial government departments and agencies, the business community and the general public;
- Liaison between Statistics Canada and provincial user departments, and with bureaus in other provinces;
- Provision of statistical data common to all departments of government to avoid duplication of effort; and
- Data development, survey consulting/design and data processing on behalf of government departments and agencies.

The MBS role within the provincial system is to concentrate on production of major cross-departmental statistical products and services, emphasizing original data development and analysis. As a result, MBS products and services bear a more direct relationship to program planning and policy analysis functions within the provincial system. These products and services are available to user departments as well as the business community on a paid subscription basis.

Major MBS programs and activities for 1987-88 included:

- Maintenance of an economic accounts framework for the Manitoba economy for the period 1961 to 1987. These accounts measure the overall performance of the provincial economy, with additional detail about principal industries and sectors. Revised annual data for 1961 to 1986 was released and circulated. In addition, development of Quarterly Economic Accounts (income account) was completed. Available quarterly information includes Gross Domestic Product (GDP), Personal Income, and GDP by Industry for 19 industry groups. A total of 159 annual and quarterly reports were provided to MBS subscribers.
- Development of a comprehensive statistical database on Manitoba Service Sector businesses. The database, based on a MBS survey of 2,200 businesses involved in the expanding service sector, includes information on employment levels (past/present/future), types of employees (full-time/part-time; male/female), levels of capital investment, import/export of services and employee skill shortages. Statistical profiles for major industry groups within the service sector were prepared and cirulated to provincial departments and Manitoba service sector businesses.
- Maintenance of the Manitoba Sourcing Directory. Developed by MBS on behalf of client departments, the directory is a computerized database containing information on the industrial/commercial capabilities of individual business firms in Manitoba. This information, available on approximately 1,600 northern businesses, 1,625 manufacturers, and 390 industrial service firms, is used to promote Manitoba made products and capabilities. For 1987-88, the information in the industrial services database was completely updated, followed by the updating of the manufacturing information.
- Maintenance of the MBS computer based geocoding system for production of small area data from administrative records containing postal code identifiers. The primary use of this system is to provide custom tabulations according to user-defined geographic boundaries. Utilizing this sytem, MBS updated its detailed statistical profile of Manitoba's eight economic regions (i.e., population estimates and projections, income distributions, economic dependency ratios, business structure, employment, and unemployment rates).
- Continued production and dissemination of topical/analytical reports dealing with subjects such as female/male income differentials, regional vital statistics, inter-provincial and intra-provincial migration, and characteristics of Manitoba manufacturers, industrial service and northern businesses. These reports are described in the MBS Information Products Catalogue. Report prices range from $20.00 to $50.00 and are available to both government and non-government clients. A total of 225 topical statistical reports were purchased by MBS clients. In addition, the Manitoba Statistical Review, a quarterly statistical compendium, had a subscription circulation of 172.
- Provision to selected Ministers and senior government officials of summary reports to Key Economic Indicators (e.g., Labour Force, Consumer Price Index, Population, Investment). These reports, presenting relevant information in both table and chart format, are distributed on the day of release.

A total of 587 Key Economic Indicator reports were distributed.

- Provision of survey consulting services to provincial government clients. This involves either assessment of proposed departmental surveys or actual survey design/implementation for the client. For 1987-88, MBS provided consulting for 30 departmental surveys, as well as conducting ongoing surveys for government departments and agencies. These surveys monitored food and energy prices, accommodation occupancy rates, and tourist highway traffic flows.
- Assistance to departments regarding their statistical activities by providing statistical, economic and computer consulting services. A total of 38 consulting services were provided. A major activity was the provision of statistical consulting services to the Civil Service Commission relating to the implementation of Pay Equity within the Manitoba Civil Service.
- Response to 109 requests from government and non-government individuals for information from MBS developed databases. In addition, a further 680 requests for non-MBS developed data were answered.
- Representation of Manitoba on the Federal-Provincial Consultative Council on Statistical Policy as well as on federal-provincial statistical committees; coordinated responses to various federal-provincial statistical matters including evaluation of aboriginal data from the 1986 Census, and the issue of whether to adjust the Census for under-enumeration.
- Various inter-departmental liaison activities including the Metis Tripartite Negotiations, Tourism Statistics Review, Regional Data Development Initiative, and Provincial Electoral Districts Data Development.
- Utilization of micro-computers further increased the efficiency of the Bureau's activities. This has also decreased the requirement for and cost of external computer services.

Expenditure Summary by Appropriation
Year Ended March 31, 1988

Employment Services and Economic Security

Expenditure Summary by Appropriation

Year Ended March 31, 1988

Appro. No.	Service	1987-88 Actual ($'000)	1987-88 Estimate ($'000)	Variance ($'000)
34-1	Administration & Finance	2,803.2	2,789.2	14.1
34-2	Economic Security	217,417.4	218,064.0	(646.6)
34-3	Employment Services	14,695.2	14,956.2	(261.0)
34-4	Manitoba Bureau of Statistics	375.4	375.5	(0.1)
	TOTAL	235,291.2	236,184.9	(893.7)
34-1	ADMINISTRATION & FINANCE			
	a) Minister's Salary	20.5	20.6	(0.1)
	b) Executive Support			
	Salaries	281.3	271.7	9.6
	Other Expenditures	68.4	62.4	6.0
	c) Research & Planning			
	Salaries	416.9	413.0	3.9
	Other Expenditures	78.1	85.1	(7.0)
	d) Communications			
	Salaries	74.7	78.5	(3.8)
	Other Expenditures	19.0	19.8	(0.8)
	e) Finance & Administration			
	Salaries	1,079.8	1,064.0	15.8
	Other Expenditures	188.3	179.8	8.5
	f) Personnel Services			
	Salaries	208.7	199.6	9.1
	Other Expenditures	16.6	20.6	(4.0)
	g) Systems & Computer Support			
	Salaries	341.8	365.0	(23.2)
	Other Expenditures	9.1	9.1	—
TOTAL 34-1		2,803.2	2,789.2	14.0
34-2	ECONOMIC SECURITY			
	a) Administration			
	Salaries	1,013.8	1,005.8	8.0
	Other Expenditures	2,425.9	1,762.4	663.5
	Social Services Advisory Committee			
	Salaries	106.9	78.8	28.1
	Other Expenditures	78.3	73.8	4.5
	b) Social Allowances Program			
	Social Allowances	140,659.5	138,478.0	2,181.5
	Social Allowances Health Services	10,574.0	10,300.0	274.0
	Municipal Assistance	40,003.1	41,318.0	(1,314.9)

Employment Services and Economic Security

Expenditure Summary by Appropriation

Year Ended March 31, 1988

Appro. No.	Service	1987-88 Actual ($'000)	1987-88 Estimate ($'000)	Variance ($'000)
34-2	ECONOMIC SECURITY (cont'd)			
	c) 55 PLUS — A Manitoba Income Supplement			
	Salaries	160.2	140.4	19.8
	Other Expenditures	97.2	127.8	(30.6)
	Financial Assistance	8,707.6	9,425.0	(717.4)
	d) Child Related Income Support Program			
	Salaries	379.4	384.6	(5.2)
	Other Expenditures	138.0	164.3	(26.3)
	Financial Assistance	6,187.6	7,700.0	(1,512.4)
	e) Economic Security Field Operations			
	Salaries	6,276.0	6,459.7	(183.7)
	Other Expenditures	609.9	645.4	(35.5)
TOTAL 34-2		217,417.4	218,064.0	(646.6)
34-3	EMPLOYMENT SERVICES			
	a) Administration			
	Salaries	273.8	255.0	18.8
	Other Expenditures	236.1	267.8	(31.7)
	b) Employment Development and Youth Services			
	Salaries	768.9	795.7	(26.8)
	Other Expenditures	108.9	124.3	(15.4)
	Employment Programs	2,477.1	2,386.4	90.7
	c) Immigration and Settlement			
	Salaries	518.9	530.3	(11.4)
	Other Expenditures	164.8	190.5	(25.7)
	d) Regional Employment Services			
	Southern Employment Resources			
	Salaries	600.9	587.3	13.6
	Other Expenditures	105.1	106.1	(1.0)
	Northern Employment Services			
	Salaries	846.0	818.9	27.1
	Other Expenditures	323.9	348.7	(24.8)
	Northern Youth Corps	637.4	659.9	(22.5)
	Less: Recoverable from Northern Affairs & Enabling Vote	(1,807.3)	(1,827.5)	20.2

Employment Services and Economic Security

Expenditure Summary by Appropriation

Year Ended March 31, 1988

Appro. No.	Service	1987-88 Actual ($'000)	1987-88 Estimate ($'000)	Variance ($'000)
34-3	EMPLOYMENT SERVICES (cont'd)			
	Human Resources Opportunity Program			
	Salaries	963.2	983.6	(20.4)
	Other Expenditures	151.9	152.0	(0.1)
	Financial Assistance	331.4	397.3	(65.9)
	Human Resources Opportunity Centres	3,844.8	3,888.7	(43.9)
	Single Parent Job Access Program	1,254.9	1,500.0	(245.1)
	e) Employment Training			
	Labour Market Programs			
	Salaries	127.6	136.5	(8.9)
	Other Expenditures	12.9	12.9	—
	Selkirk Training Plant			
	Salaries	410.1	408.8	1.3
	Other Expenditures	547.3	550.9	(3.6)
	Less: Recoverable from other Appropriations	(223.5)	(349.1)	125.6
	Inter-Governmental Relations			
	Salaries	207.5	191.2	16.3
	Other Expenditures	105.7	133.4	(27.7)
	New Careers — North			
	Salaries	1,216.7	1,809.2	(592.5)
	Other Expenditures	981.3	466.6	514.7
	Less: Recoverable from Northern Affairs & Enabling Vote	(2,198.0)	(2,275.8)	77.8
	New Careers — South			
	Salaries	1,301.5	1,436.1	(134.6)
	Other Expenditures	237.1	123.1	114.0
	Stevenson Aviation			
	Salaries	131.8	130.9	0.9
	Other Expenditures	36.5	16.5	20.0
TOTAL 34-3		14,695.2	14,956.2	(261.0)

Employment Services and Economic Security

Expenditure Summary by Appropriation

Year Ended March 31, 1988

Appro. No.	Service	1987-88 Actual ($'000)	1987-88 Estimate ($'000)	Variance ($'000)
34-4	MANITOBA BUREAU OF STATISTICS			
	Salaries	389.9	395.9	(6.0)
	Other Expenditures	48.9	39.6	9.3
	Less: Recoverable from other Appropriations	(63.4)	(60.0)	(3.4)
TOTAL 34-4		375.4	375.5	(0.1)
TOTAL EXPENDITURES		235,291.2	236,184.9	(893.7)